

Town of Eastham

Annual Report 2019



Cover photo taken at Fort Hill
Courtesy of Joan Lockhart

REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
2019

TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2019 Town Census 5,037

ELECTED OFFICIALS

PRESIDENT

Donald Trump 2020

VICE PRESIDENT

Mike Pence 2020

SENATORS IN CONGRESS

Edward Markey 2020

Elizabeth Warren 2024

REPRESENTATIVES IN CONGRESS – Ninth Congressional District

William Keating 2020

GOVERNOR

Charlie Baker 2022

LIEUTENANT GOVERNOR

Karen Polito 2022

SECRETARY OF THE COMMONWEALTH

William Francis Galvin 2020

ATTORNEY GENERAL

Maura Healey 2022

STATE SENATOR – Cape and Islands District

Julian Cyr 2021

REPRESENTATIVES IN GENERAL COURT – Fourth Barnstable District

Sarah Peake 2020

COUNTY COMMISSIONERS

Robert Bergstrom 2023

Mary Pat Flynn 2021

Ronald Beaty, Jr. 2021

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

John Terence Gallagher 2020

MODERATOR

Steven Cole 2020

BOARD OF SELECTMEN

Wallace F. Adams II, Chair	2019
Alexander G. Cestaro	2022
Aimee J. Eckman, Clerk	2020
Martin F. McDonald, Vice-Chair	2020
Jamie Rivers	2021
Jared Collins	2022

TOWN CLERK

Susanne Fischer	2020
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LIBRARY TRUSTEES

Marilyn W. Ace	2021
Ignatus Alfano	2020
Sharon Krause	2019
Norma P. Marcellino, Chair	2019
Mary Shaw	2020
Derek Burritt	2022
Holly Reeve Funston	2022

EASTHAM HOUSING AUTHORITY

Edward Brookshire, Governor's Appointee, Chair	INDEF
Gerald Cerasale	2023
James McMakin	2021
Mary Beth O'Shea	2022
Lisa Radke	2019

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier	2022
Joanne Irish, Chair	2020
Judy Lindahl	2020
Mary Louise Sette	2021
Moirá Noonan-Kerry	2022

NAUSET REGIONAL SCHOOL COMMITTEE

Amy Handel	2021
Edward Brookshire	2022

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

Karen Burns	2019
Elizabeth Gawron	2020
Carol Martin	2019
Carolyn McPherson, <i>Chair</i>	2020
Bonnie Nuendel	2019

ANIMAL ADVISORY COMMITTEE (dissolved March 2019)

Beverly Hobbs	2021
John Kelley	2019
Judy Sebastian	2021

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Paul Lagg	2019
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BARNSTABLE COUNTY HUMAN RIGHTS COMMITTEE

David Schropfer	INDEF
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BOARD OF ASSESSORS

Joanna Buffington	2020
Maureen Fagan, <i>Vice Chair</i>	2021
Denise Kopasz, <i>Alternate</i>	2020
Alfred Sette	2020
W Davis Hobbs	2020

BOARD OF CEMETERY COMMISIONERS

Terri Rae Smith	2021
Sylvia Sullivan	2021
Roger Thurston, <i>Chair</i>	2022

BOARD OF HEALTH

Madeline V. Anderson	2019
Adele Blong	2020
Joanna Buffington, <i>Chair</i>	2021
Francie Williamson	2022
Ellen Lariviere	2021
James Taylor	2019
Catherine Mondon	2022

BOARD OF HIGHWAY SURVEYORS

Wallace F. Adams II	2019
Alexander G. Cestaro	2022
Aimee J. Eckman	2020
Martin F. McDonald	2020
Jared Collins	2022
Jamie Rivers	2021

1651 FOREST ADVISORY COMMITTEE

Saul Fisher	2021
Steven Gulrich	2020
Michael Harnett, <i>Chair</i>	2021
Steven LaBranche	2020
Henry Lind	2020
Janet Benjamins	2020

TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

Eastham Representative, Charles Harris	INDEF
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BOARD OF REGISTRARS

Maureen Andujar	2020
Audrey Bohannon	2020
Ann Crozier	2020
Susanne Fischer	2019
Cindy Nicholson	2020
Cathy Thomas	2020

CABLE T.V. LICENSE RENEWAL ADVISORY COMMITTEE

Tricia Ford	2020
Beverly Hobbs, <i>Chair</i>	2021
Denise Kopasz	2020
Walter Sebastian	2020

CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE

Adam Prince	INDEF
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CAPE COD COMMISSION

Joyce Brookshire	2021
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**CAPE COD COMMISSION:
REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE****CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE**

Donald Nuendel, <i>Principal</i>	2019
Nat Goddard, <i>Alternate</i>	2019

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Glenn Olson	2019
Mike Sarcione	2020

CAPE COD REGIONAL TRANSPORTATION AUTHORITY

David Schropfer	INDEF
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CAPE COD WATER PROTECTION COLLABORATIVE

Jane Crowley	2020
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CAPE LIGHT COMPACT

Fred Fenlon	2020
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CAPITAL PROJECTS COMMITTEE

Rock Harbor:

Jared Collins, Board of Selectmen	2022
Thomas W. Gardner, Finance Committee	2021
Jacqueline W. Beebe, Town Administrator	INDEF

Police:

Arthur A. Autorino, Finance Committee	2021
Jacqueline W. Beebe, Town Administrator	INDEF
Martin McDonald, Board of Selectmen	2020

Water:

Fred Guidi, Finance Committee	2021
Aimee Eckman, Board of Selectmen	2020
Jacqueline W. Beebe, Town Administrator	INDEF

CHARTER REVIEW COMMITTEE

Adele Blong	2020
Aimee Eckman	2020
Elizabeth Gawron	2020
Fred Guidi	2020
L. Michael Hager	2020
William Darin Krum	2020
Kara Risk	2020
David Schropfer	2020
Peter Wade	2020

COMMUNITY PRESERVATION COMMITTEE

Edward Brookshire	2019
Josiah Holden Camp, Jr., <i>Vice Chair</i>	2021
Edmund Casarella	2020
Gerald Cerasale	2022
Daniel Coppelman, <i>Co-Chair</i>	2021
Sheila Filipowski	2019
Elizabeth Gawron	2020
L. Michael Hager	2021
W. Davis Hobbs	2021
Carolyn McPherson	2021
Mary Shaw	2020
Peter Wade	2021

CONSERVATION COMMISSION

James Baughman, <i>Chair</i>	2020
Janet Benjamins	2021
Thomas Durkin	2022
Sheila Filipowski, <i>Vice-Chair</i>	2021
Steven LaBranche	2020
Karen Strauss	2020
Trent Sullivan	2021
Charles Wagner	2020

COUNCIL ON AGING

Deborah Albert	2021
Elizabeth Beard, <i>Chair</i>	2021
Paula Bruns	2021
Lucile Cashin	2020
James Connor	2021
Carol DiBona	2021
Joan Lockhart	2021
Pauline McGaughey	2020
Richard Ramon	2020
William Salem	2020
Patricia Unish	2020
Stephanie Whalen	2019

CULTURAL COUNCIL

Kimberly Gill	2020
Brian LaValley, <i>Chair</i>	2020
Kathleen Masterston LaValley	2021
Charles McVinney	2020
Johanna Schneider	2021

**EASTHAM SHELLFISH & WATERWAYS ADVISORY COMMITTEE –
Disbanded March 2019**

Brendan Adams, <i>Alternate</i>	2021
Edward Cestaro	2021
David Howe, <i>Alternate</i>	2021
Robert McGaw	2019
James McGrath	2020
Lorraine Piver	2019
Scott Sebastian	2020
William Sprague	2019
Trent Sullivan	2020

EASTHAM 400 COMMEMORATION COMMITTEE

Peter Dibble	2021
Beverly Hobbs	2021
Sharon Krause	2021
Janine Orsenigo	2021
Judith Parmelee	2021
James Russo, <i>Chair</i>	2021
George Ryan, <i>Vice Chair</i>	2021
Sylvia Sullivan	2021

FINANCE COMMITTEE

Arthur Autorino, <i>Vice Chair</i>	2022
Gerald Cerasale, <i>Chair</i>	2021
George Deptula	2022
Russ French	2019
Thomas Gardner	2020
Fred Guidi	2020
Richard Knight	2021
Mary Shaw	2020
Peter Wade	2021
Stephen Zbell	2022
Brendan Hamaty, Nauset HS Student Intern	

HARBOR PLANNING COMMITTEE

Robert Bruns	2021
Edward Cestaro	2021
Peter Covell	2021
Jonathan Handel	2021
Christine Labranche	2021
Steven Labranche	2021
Steve Mague	2021
Christopher McPherson	2021
Edward Schneiderhan	2021
Trent Sullivan	2021

HISTORICAL COMMISSION

J. Holden Camp, Jr., <i>Chair</i>	2021
Marie Forjan, Clerk	2021
Elizabeth Sandler, <i>Vice Chair</i>	2021
Terri Rae Smith	2019
Joan Sullivan	2020
Sylvia Sullivan	2021

HUMAN SERVICES ADVISORY BOARD

Kate Berg, <i>Chair</i>	2020
Marcia Bromley	2021
Felice Coral	2020
Estella Edmondson	2022
Joan Matern	2019
Dilys Jones Smith	2020

LOWER CAPE COMMUNITY ACCESS TELEVISION, INC.

Walter Sebastian	2020
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OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

Karen Boucher	2022
James Cohen	2022
Eileen Morgan	2022
Jonathan Rowe	2022
Kathryn Sette	2022

OPEN SPACE COMMITTEE

Joanna Buffington, <i>Vice Chair</i>	2020
Robert Cook	2021
Saul Fisher	2021
Robert Gurney, <i>Chair</i>	2022
Frances Lewis	2020
Karen Strauss	2021
Peter Wade	2022

PLANNING BOARD

Arthur Autorino, <i>Chair</i>	2020
Lauren Barker	2022
W. Davis Hobbs	2021
Denise Kopasz	2019
Joseph Manas	2022
Craig Nightingale	2020
Peter Weston	2021
Dwight Woodson	2021

RECREATION COMMISSION

Edmund Casserella, <i>Chair</i>	2020
Alexandra Davis	2020
Barbara Komins	2022
Christine LaBranche	2021
Brent Warren	2022

RECYCLING COMMITTEE

Andrea Aldana	2021
Lee Bartell, <i>Chair</i>	2022
Molly Chapman	2022
Fred Guidi	2019
Amy Hackworth	2022
Scott Sebastian	2021
Lian Smith	2020

SEARCH COMMITTEE

Ruth Gail Cohen	2020
George Deptula	2021
Jessica Dill, <i>Chair</i>	2020
Patricia Donovan	2019
Amy Hackworth, <i>Co-Chair</i>	2021
Gloria Schropfer	2019
Christine Zajac	2022

SOLARIZE MASS PLUS PROGRAM

Jerome E. Hequembourg, Jr.	2020
Michael Lorrenco	2020

STRATEGIC PLANNING STEERING COMMITTEE

Arthur Autorino, <i>Vice-Chair</i>	2020
Joanna Buffington	2021
Scott Kerry	2020
Benton Niggel, Nauset High School Student, At Large Community	2020
Brian Ridgeway	2021
Mary Shaw	2020
Karen Strauss	2021

TEE-TIME DEVELOPMENT COMMITTEE

Andrea Aldana	2021
Suzanne Bryan	2021
Steve Garran	2021
W. Scott Kerry, <i>Chair</i>	2021
Stacey Klimkosky	2021
Joan Lockhart	2021
Jacquelin O'Rourke	2021
David Richie	2021
Karen Strauss, <i>Vice Chair</i>	2021
Stephanie Fields	2021
W. Davis Hobbs	2021

VISITORS TOURISM & PROMOTION SERVICES BOARD

Kathleen Bunnell	2022
Faith Casarella	2021
Prudence Kerry	2019
Barbara Komins	2021
Bonnie Nuendel	2021
Jim Russo, <i>Chair</i>	2022

WATER MANAGEMENT COMMITTEE

Adele Blong, <i>Chair</i>	2020
Patricia McDonald	2021
Mary Lou Roberts	2020

ZONING BOARD OF APPEALS

Robert Bruns	2020
Gay Craig	2022
Brian Ridgeway	2021
Edward Schneiderhan, <i>Chair</i>	2021
Robert Sheldon	2019
Joanne Verlinden, <i>Vice Chair</i>	2019
Stephen Wasby	2021
Muska Yousef	2022

REPORT OF THE BOARD OF SELECTMEN & TOWN ADMINISTRATOR

I am pleased to submit the 2019 Annual Report for the Town of Eastham on behalf of the Board of Selectmen and the Town Administrator. By Charter, the Board of Selectmen is the Chief policy and goal-setting body of the town. They are comprised of five (5) elected members and each year identify issues of Town-wide importance that can be translated into operational goals or placed on the legislative warrant for Town Meeting's consideration and approval. The Board of Selectmen appoints a full-time Town Administrator to serve as the Town's Chief Administrative Officer and to manage the daily operations of the Town on behalf of the Board. For the past three years, it has been my honor to serve the Town as Town Administrator. Working on behalf of the Board and directing professional town staff, and with significant assistance from dedicated volunteer boards and committee members, we have made steady progress toward the completion of the goals of the Town.

This calendar year, we focused on several critical goals for the Town:

1. Maintaining the Town's Community Character while Increasing its Vibrancy & Sustainability:

- **The Town-wide Strategic Plan.** The Board of Selectmen appointed a strategic planning committee that completed a process to gather information from the community on their priorities and goals for town services. This new committee completed a town-wide survey, collected and assimilated all the data from other community surveys and studies completed over the last five years, and held community meetings. All of these steps were designed to gather and reflect as much information from as many residents as possible. In August the Committee presented its final draft of the Strategic Plan to the Board of Selectmen. The Board voted unanimously to adopt the plan and endorse its goals of continued environmental protection and the enhancement of the Town's community character. The goals are:

- Preserve and protect coastal, estuary, pond and other natural resources.
- Encourage and welcome a diversity of residents.
- Improve the travel experience for all users (route 6 and beyond!)
- Foster and enhance community spirit.
- Increase the diversity of housing options.
- Provide and enhance access to public recreational resources for all people.

The Committee and Town staff have broken these principle goals into annual objectives with specific benchmarks. It is our intent to report on the progress towards these goals at minimum annually and have information available at town hall and on the town website. Review the report on the town's website at: <https://www.eastham-ma.gov/strategic-planning-committee>.

- **The Harbor Plan.** The Harbor planning process began in 2018, with the award of a grant from the MA Seaport Council to develop a plan for Rock Harbor and town landings. The Town contracted with the Urban Harbors

Institute to assist with this process that will be completed in 2020. The plan is a strategic plan for the harbor, town landings and waterways. It provides a snapshot of Eastham's water resources as they exist today, and offers goals and objectives to guide management initiatives for the harbor and waterways over the next 5 - 7 years. The plan is wholly based on public feedback received from four public forums, written comments, and staff and resident interviews. The complete plan is available on the town's website.

- **Purchase of the Tee Time Property.** At the Annual Town Meeting in May 2019, the town voted to purchase the Tee Time property at 4790 State Highway. In September of this year the Board of Selectmen appointed a committee of 11 residents with diverse backgrounds to research and develop recommendations for the use of the property as well as identify any resources or partnerships that would benefit the town. The Board of Selectmen specifically are relying on the committee to "conduct an inclusive process that reflects and assimilates the ideas and values of the entire community." Primary goals are to develop a proposal/plan that will work to identify the highest and best use of the land and utilize the following criteria (in no particular order) to prioritize its recommendations:

- Social/community value
- Business value (public/private partnerships)
- Adding vibrancy and aesthetic appeal
- Economic Development
- Infrastructure improvements (traffic, transportation, utilities, wastewater)
- Creativity
- Potential regional partnerships, and consistency with the goals of the town's strategic plan.

The Committee will be meeting with the Board of Selectmen to give quarterly updates on their progress. We hope to have a proposal for Town Meeting 2021.

2. Increasing Affordable Housing Options:

- **Village at Nauset Green, formerly the Purcell property,** the new 23 million dollar, 65-unit development of village-style housing is still under construction, but tenants have begun to move into the first two buildings. Construction should be completed prior to annual town meeting and will give a needed boost to the Town's affordable housing inventory and provide much needed homes for many individuals.

3. Completing Capital/Infrastructure Projects:

- **Phase IIA of the water system** proceeded smoothly this year. We are in the last stages of phase IIA with predominantly road resurfacing yet to be completed this spring. Phase IIB will begin in 2020. We continue to be ahead of schedule and under budget. As of this writing we have connected over 1200 properties to the new system. For more information on the system, please visit our website at: <http://easthamwaterproject.weebly.com>;
- **Rock Harbor Improvements** continued this year with the replacement of the dock and float system that was installed in the spring of 2019. We

have received additional grant funds from the Massachusetts Seaport Council for the design and engineering of the Harbormaster building, which will go out to bid later this year. We have contracted with coastal engineering firm Foth to explore the permitting for regular maintenance dredging of the Harbor, as well as ways to increase the size and maneuverability of what exists currently. This project is moving at a slower pace due to permitting and work restrictions, but is running under budget at this time by roughly 100,000.

- **Wastewater Capital- Salt Pond Drainage, Permeable Reactive Barrier & Pond Remediation** projects are all moving forward. In 2018, monitoring wells were installed in the Salt Pond watershed and a shellfish feasibility study was completed. The testing and environmental permitting for permeable reactive barrier pilots have been continuing throughout the year and the pilot is scheduled for 2020. We have also developed a pond remediation strategy for Schoolhouse and Minister's Ponds. More pond remediation and wastewater studies are planned for 2020. The project is on budget and will not require significant funds for FY21.
- **The Police Station renovation** is underway. The Town went out to bid and completed the roof replacement in the spring of 2019. We have recently signed a contract for the interior renovations which will occur this winter and should be completed by May 15. The project is on budget.

4. **The Route 6 Transportation Analysis, Complete Streets Program & Pavement Management Plan.** The Route 6 traffic study by the Cape Cod Commission was completed and we are continuing work with the Commission on possible route 6 improvements and alternate connections. Simultaneously, the Town has completed a Complete Streets Program Plan that was accepted by Mass DOT. DPW Superintendent Silvio Genao has finished a ten-year plan to apply complete streets methodology to our roads and complete necessary improvements for walkers and cyclists. He has also presented a ten-year pavement management plan to the Board of Selectmen that will resurface all town roads and the private roads that were not improved during phase 1 of the water system construction. We are dedicated to making these improvements using existing funds, Chapter 90 funds and complete street grant funds.

5. **Roads, Storm-water Improvements, Culvert Replacement.**

- We have been working on upgrades to the **Stormwater Infrastructure** at Cole Road/Herring Brook Beach Parking Lot, South Sunken Meadow and Park Street locations among others.
- We received USDA funds to assist with a **replacement of the culvert for the Herring Run at Great Pond** that will allow better fish passage and improve drainage on the road. This project has just received permitting approval and will be completed in 2020.
- We have come to an agreement with the National Park Service and fully permitted the construction of a new access off of Cable Road to connect and provide new access to **Nauset Light Beach Road**. Construction should be completed prior to Annual Town Meeting.

6. Increasing the Town's Financial Sustainability. We continued to maintain a goal this year of improving the Town's reserve capacity in both the stabilization and reserve funds, and to set aside funds to address our OPEB liability. We have achieved great progress this year on the Board of Selectmen's goal to increase non-property tax revenue options in the passage of the local option meals and marijuana taxes, and the State's passage of a new short-term rental tax. The Board has made a decision to direct these new revenues to:

- Increasing reserves & setting aside funds for the Town's OPEB liability
- Capital projects & a capital stabilization fund
- Wastewater planning & infrastructure
- Housing & human service improvements

This will allow us to limit the burden on taxpayers by providing funding for capital inside of the levy limit, and not relying solely on debt exclusions to fund all capital projects. I am very proud of the hard work that has gone into our financial planning and the implementation of some discipline in building reserves. Each year we are making steady progress in the right direction.

We are able to accomplish our goals now and in the future, by working together and drawing on the commitment and depth of expertise in our community. I would like to take this opportunity to say thank you to the countless volunteers for their work on town boards and committees and for the support and advice we receive, it only makes for a better result. Also, my special thanks to Assistant Town Administrator/Finance Director Michael Lorenc, and our dedicated Department Heads and Town Staff for their efforts on behalf of this community. Although I have mentioned only a few highlights, all our town departments work diligently every day to provide exceptional service to our community. I am grateful to the Board of Selectmen and all other Town board & committee members for their support and encouragement as we move forward in 2020.

Best,

Jacqueline W. Beebe, Town Administrator

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2020 Interim Year Update as required by the state to achieve full and fair cash value assessments and was first in the state to receive final certification from the Department of Revenue. The median value of a single-family home as of the January 1, 2019 assessment date was approximately \$440,100 compared to \$427,400 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$311 from \$3,526 ($\$427,400 \times \$8.25 \text{ per } \$1,000$) to \$3,837 ($\$440,100 \times \$8.72 \text{ per thousand dollars}$).

The Town of Eastham had 6,365 taxable real estate parcels and 2,938 taxable personal property accounts as of January 1, 2019. The Board of Selectmen held a public hearing on June 17, 2019 to determine the percentages of the tax levy to be borne by each class of property for FY2020. The board voted to adopt a single tax rate for all classes of property. The FY2020 tax rate is \$8.72 per \$1,000 of valuation, up \$.47 from FY2019.

To date the Board of Assessors acted on 97 tax exemption applications for veterans, the blind, seniors, hardship, paraplegic and for a surviving spouse of a police officer killed in the line of duty. The total tax exempted was \$77,021.38. These figures are expected to rise as the deadline for applications has now been extended to April 1st of each year. There were fifteen applications for taxable real estate abatements for FY2020, which is less than one percent of the 6,365 taxable real estate parcels.

The assessing department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The board appreciates the continuing cooperation of all property owners in allowing interior and exterior access to their properties for the purpose of maintaining accurate property information.

The assessing department handled a large volume of requests for assistance and information and the board appreciates the professionalism and competence demonstrated by the staff: Belinda Eyestone, Principal Assessor, John Robertson, Assistant Assessor/Field Appraiser and Denise Kopasz, Assistant to the Assessor. They served the public by maintaining a high level of accuracy with critical data that insures credible and fair assessments.

The assessing department and Board of Assessors extend our continued thanks to the Board of Selectmen, all town departments, and the taxpayers of Eastham for their assistance in the implementation of the tax assessment process. Special thanks to our consultant, Paul Kapinos, and his staff at PK Assessment Systems and PK Valuation Group, for their professionalism and skill, helping to ensure the fairness and accuracy of our values. We also wish to welcome Denise Kopasz as our new Chairman of the Board of Assessors and W. Davis Hobbs as alternate.

Finally, it is with great sadness that we announce the July 31, 2019 passing of Alfred J Sette, Jr, former Chairman of the Board of Assessors. He was unwavering in his commitment to the Board and generously shared his knowledge and time with the Town of Eastham for more than 20 years. He was appreciated, and he will be missed.

Respectfully submitted,

Board of Assessors:

Denise Kopacz, Chair
 Maureen Fagan, Co-Chair
 Joanna Buffington
 W. Davis Hobbs, Alternate

TAX RATE RECAPITULATION FISCAL YEAR 2020

I. TAX RATE SUMMARY

- Ia. Total amount to be raised (from IIE) \$34,746,608.24
 - Ib. Total estimated receipts and other revenue sources (from IIIE) \$8,246,468.94
 - Ic. Tax levy (IA minus IB) \$26,500,139.30
 - Id. Distribution of Tax Rates and levies
- Is this a recertification year? N

(a)	(b)	(c)	(d)	(e)	(f)
CLASS	LEVY PERCENTAGE (from LA-5)	IC above times each percent in column (b)	VALUATION by CLASS (from LA-5)	TAX RATES (c)/(d) x 1000	LEVY by CLASS (d) x (e)/1000
Residential	96.2714%	25,512,055.11	2,925,693,661.00	8.72	25,512,048.72
Open Space	0.000%	0.00	0		0
Commercial	2.4929%	660,621.97	75,760,519.00	8.72	660,631.73
Industrial	0.3152%	83,528.44	9,579,800.00	8.72	83,535.86
SUBTOTAL	99.0795%	---	3,011.033,980.00		26,256,216.31
Personal	.9205%	243,933.78	27,972,820.00	8.72	243,922.99
TOTAL	100.0000%	---	3,039,006,800.00		26,500,139.30

EASTHAM AFFORDABLE HOUSING TRUST

The Eastham Affordable Housing Trust is charged with the express purpose of creating and preserving affordable housing in Eastham. The Trust was formed in 2008. Affordable housing means that the family pays no more than 30% of their income for housing. If they pay more than 30% they are considered “cost burdened”. The Trust has developed a small number of permanently affordable rental units on a scattered site basis. It also helps a number of families with monthly rental assistance and other programs.

Eastham has the lowest number of deed restricted affordable homes of any town on Cape Cod. The Commonwealth requires that all towns work toward an affordable housing inventory that equals or exceeds 10% of all housing stock. Progress towards this 10% goal is tracked on the State’s Subsidized Housing Inventory (SHI). Eastham currently has 4.5% of its housing stock listed on the State’s Subsidized Housing Inventory (SHI).

Background from the Eastham Housing Production Plan:

- 32% of population (4,932) = 65 years or older
- 4.5% of year round units (2,632) are included on Subsidized Housing Inventory (SHI)
- 60% of dwellings are seasonal or second homes
- 56% of housing stock built between 1960 and 1990
- 13.3% of all residents claim a disability
- 14% of households earning less than \$25,000
- 35% of year round households are “cost burdened”

Who Benefits from Affordable Housing?

- Our Residents:
 - Many households in need of affordable housing already live and work in Eastham.
- Our Businesses:
 - Housing for existing local workforce
 - Attract and retain new employees
 - Households have more dispensable income to spend locally
- Our Whole Community:
 - Seniors can remain in our community
 - Younger residents can join our community
 - Greater opportunity for economic development

Housing Production Plan:

The Trust uses the Town’s updated Housing Production Plan (HPP) to inform decision making. The plan was adopted by the Selectmen and approved by the State in March 2016. The Trust uses the strategies and recommendations from the plan as a guide. The Trust has begun several initiatives aimed at increasing affordable housing options in the community. The Trust conducted research and analysis with the goal of implementing initiatives that support increased affordable community housing. These initiatives include the following:

- Implementation of new housing programs designed to serve a broader base of the community and address the housing needs identified in the Town's Housing Production Plan. (Ex. Home Repair Loans, Lease to Own Program, Closing Cost Assistance).
- Re-allocation of previously approved Community Preservation Act funding to allow the Trust to broaden its range of housing programs.
- Implementation of a comprehensive public outreach and education plan.

Going forward, the Trust will continue to work to implement these programs with the goal of increasing options for affordable housing in our community.

In May of 2017, the Town Meeting voted to expand the programs under the auspices of the Trust. The Trust is in the process of developing and implementing the new housing programs which are designed to serve a broader base of the community and address the housing needs identified in the Town's Housing Production Plan. The Housing Trust Fund can be used in support of the following activities. Note that CPA funds must be used only for those purposes specified in the CPA as allowable activities, while the Trustees may use non-CPA funds for programs offering a broader range of purposes that are consistent with the Declaration of Trust and the provisions of MGL Chapter 44, Section 55C.

1. PRESERVATION PROGRAMS

Housing Preservation and Improvement Activities – In certain instances, the Trustees may use funds to preserve affordability of private unsubsidized housing units and units already included in the Town's Subsidized Housing Inventory ("SHI") by providing funds for repairs necessary to enable residents to continue to reside in their homes. The Housing Emergency Loan Repair Program (HELP) was implemented in 2019.

Status: In December of 2019 a flyer about the programs was sent out with all the residential property tax bills resulting in a number of pending applications.

CPA Allowable Activities: CPA funds may be used for repairs that are necessary to preserve affordable housing from injury, harm or destruction, which may include, but are not limited to, the following:

- Building envelope and site work to preserve the structural integrity of the homes
- Roof, siding and window replacements to assure the water tightness of the housing units
- Upgrading of dangerous electrical or plumbing systems
- Replacement of dangerous building systems that threaten the housing units
- Failed Septic Systems
- Installation of hard-wired smoke alarms, sprinklers and other building fire suppression systems
- Funds cannot be spent for maintenance or operating costs

Whether the Trustees will fund a particular project depends on the facts involved in each case, the amount of funds sought, the eligibility of persons seeking assistance, the necessity of the repairs, the funds available to the Trustees to support such program, whether the homes were acquired or created originally with CPA funds and other factors. The Trustees may obtain deed restrictions on properties to ensure the future affordability of the homes. There is no guarantee of financial assistance.

2. SUPPORT PROGRAMS

A. LEASE TO OWN PROGRAM

Assistance provided to income eligible participants by leasing properties owned by the Trust with an option to purchase. – The leases will include affordability restrictions and the properties shall be sold subject to affordable housing deed riders.

Status: The Lease to Own Program is under development.

CPA Allowable Activities: CPA funds may be used for the support of affordable housing, defined as including “programs that provide grants, loans, rental assistance, security deposits, interest-rate write downs or other forms of assistance directly to individuals and families who are eligible for community housing or to an entity that owns, operates or manages such housing, for the purpose of making housing affordable”.

B. CLOSING COST ASSISTANCE PROGRAM

Trust assists income eligible buyers with closing costs/down payment to pass underwriting.

Status: The Closing Cost Assistance Program is under development.

CPA Allowable Activities: Grants, Loans, Rental assistance, interest-rate write downs or other assistance directly to individuals who are eligible for community housing for the purpose of making housing affordable.

C. RENTAL SUBSIDY PROGRAM

Provide monthly rent subsidy & financial counseling to income eligible program participants.

Status: The Rental Subsidy Program has been implemented and is available for Town residents who live in or desire to live in rental housing in Eastham. There were 7 applicants enrolled during 2019.

CPA Allowable Activities: Grants, loans, rental assistance, interest-rate write downs or other assistance directly to individuals who are eligible for community housing for the purpose of making housing affordable.

3. CREATION PROGRAMS

A. RENTAL EXPANSION PROGRAM

- **New Construction Units** Provide funding assistance to developers for construction of new affordable rentals with deed restrictions required for long-term affordability, if permitted under zoning.
- **Accessory Dwelling Units** Provide assistance to homeowners to create new Accessory Dwelling subject to affordable housing deed restrictions, subject to zoning.
- **Seasonal/Year Round Property Conversion** Provide assistance to property owners to convert seasonal dwellings to year round affordable dwellings subject to deed restrictions, subject to zoning.
- **Motel Conversion To Affordable Housing** Provide assistance to property owners to convert existing motels to affordable units, if permitted under zoning, subject to affordable housing deed restrictions.
- **Status:** Funding is available through the Trust to eligible applicants. It is anticipated that there will be increased interest in funding assistance to create accessory dwelling units (ADUs) based on the revised ADU bylaw approved at the 2019 annual town meeting.

Progress in 2019

- The Outer Cape Housing Peer Group continues to work to create regional efforts and share best practices related to community housing across the Lower and Outer Cape.
- Several Town officials attended the 6 week Community Housing Institute facilitated by the Community Development Partnership. A wrap up meeting was held in December. At this meeting a recommendation was made to the Town Manager to hire a Housing Coordinator. The primary purpose of the Housing Coordinator is to coordinate, facilitate, and promote activities and projects that address the Town of Eastham's need for adequate and affordable housing for low and moderate income, senior, and disabled populations and to foster workforce housing to promote the local economy. The Housing Coordinator will be responsible for housing related services assigned through the Town Planner for the Town of Eastham's Affordable Housing Trust (EAHT), Community Preservation Committee, Strategic Planning Committee, Housing Authority, and other boards and committees that have affordable housing initiatives.
- Village at Nauset Green project construction continued. A lottery was held in September with 293 applications for the 65 units. Preference was given to Eastham residents for 65% of the units and for 10% for other Cape residents. The first people began to move in the end of December.
- The Cape Cod Village program for 15 units of affordable housing for adults with autism was developed in Orleans in part with funding from the Eastham CPC. Residents began to move in at the end of December.
- The housing preservation program (Housing Emergency Loan Program aka HELP) was implemented in partnership with HECH. A flyer was mailed with the residential tax bills announcing the program. HECH is taking first come first served applications for qualified applicants.
- The Affordable Housing Trust hired a consultant to work on outreach and education, another of the priorities identified at the Housing Institute Wrap Up meeting. The consultant is developing key messaging points, and developing a new community housing website for the Town web page that will be more user friendly and comprehensive of all housing programs and support. The Trust is also developing an education video, and other communication materials.
- The Accessory Dwelling Unit Bylaw was adopted at Town Meeting in May. This will allow home owners to add affordable housing to their property with streamlined administrative activities to encourage new affordable housing.

The Eastham Affordable Housing Trust would like to thank Eastham's residents who support the creation and retention of affordable housing, including the Board of Selectmen, the Town Administrator, town employees and particularly the Eastham Community Preservation Committee.

Respectfully submitted,

Carolyn McPherson, Chair
Karen Burns
Aimee Eckman
Elizabeth Gawron
Bonnie Nuendel

BUILDING DEPARTMENT

The year 2019 proved to be almost identical in the number of permits issued (794 permits) to 2018 (793 permits), the department's busiest year to date. This is in addition to our daily work of addressing inquiries to zoning, building and various other community concerns.

An overwhelming majority of the permits were for the improvement of existing structures and uses. The Village at Nauset Green housing project is ambling forward with all the structures built and completion of all the units anticipated sometime in 2020.

The citizens of the town adopted an accessory dwelling unit (ADU) bylaw at the spring Annual Town Meeting with the intention of creating more affordable dwelling units. This bylaw had created three ADUs with more in the pipeline by the year's end. Permits issued included:

New construction	86
Demolition	5
Additions/alterations	549
Solar installation	50
Sheet metal	20
Pool	11
ADU	3
Other	70
Certificates of occupancy	95
Total receipts	\$137,176.05

I express my gratitude to Wally Adams, Wiring Inspector, Scott Van Ryswood, Plumbing and Gas Inspector, the Health and Fire Departments, and all departments in town that assist us on a regular basis. I would especially like to thank Debbie Cohen, administrative assistant to the Building Department, for her support and professionalism.

Respectfully submitted,

Thomas Wingard
Building Commissioner

PLUMBING AND GAS INSPECTOR

For the calendar year 2019, 378 plumbing permits and 396 gas permits were issued. 781 plumbing inspections and 671 gas inspections were conducted. Permit fees were \$85,970.00.

For the third full year of the municipal water service, a further 275 plumbing permits were issued and 247 inspections were conducted. Permit fees were \$23,985.00.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

REPORT OF THE WIRING INSPECTOR

During the Calendar Year 2019, 644 wiring permits were issued and the following inspections were made:

Temporary	1
Service	72
Rough	204
Final	367
Other	255
Fire	1
Advisory	59
Code	41
Total Inspections	1000

Total Receipts turned in by the Wiring Inspector were \$57,120.00.

Respectfully submitted,

Wallace Adams
Wiring Inspector

CABLE TV LICENSE RENEWAL ADVISORY COMMITTEE

The Cable License Renewal Advisory Committee reviews the existing license with our town cable television provider (currently Comcast) and makes recommendations for terms of the renewal of the contract. These terms include the length of the license, extension of the service area, upgrades, our local public access stations, service standards, performance reviews, revenue pass through, and possible expansion of service.

This is a board of five, currently with two vacancies.

Respectfully submitted,

Beverly Hobbs, Chair

Tricia Ford

Denise Kopasz

CAPE COD COMMISSION

Mashpee Member: Joyce Brookshire
Executive Director: Kristy Senatori
508-362-3828 | www.capecodcommission.org
3225 Main Street, Barnstable, MA 02630

REGIONAL POLICY PLAN UPDATE

A significant updating of Cape Cod Commission's guiding document for planning and regulation, the Cape Cod Regional Policy Plan, was approved as a county ordinance in January 2019. It provides a vision, growth policy, and goals-based framework for the region.

The plan provides the policy framework for both the Commission's regulatory and planning work. The Regional Policy Plan is supported by issue-specific regional plans on water quality, economic development and transportation.

The updated RPP went into effect February 22, 2019.

www.capecodcommission.org/rpp

6TH ANNUAL ONECAPE SUMMIT

More than 300 people, including local, state, and national leaders attended the 6th Annual OneCape Summit, held at the Wequassett Resort in Harwich. Over the course of the two-day event, the Commission's mission to balance environmental protection with economic progress was reflected in plenary sessions, focused discussions, and hands-on learning experiences designed around region-wide efforts to enhance and protect our natural, built, and community systems. Experts and Commission staff led sessions focused on coastal resiliency, climate change, water quality, and housing.

onecape.capecodcommission.org

OUTER CAPE SHARK MITIGATION ALTERNATIVES ANALYSIS

An evaluation and study of cost-effective shark safety and mitigation measures received \$50,000 in District Local Technical Assistance funding through the commission. The study was a multi-town effort of the regional Shark Working Group, which includes Eastham. The resulting report, Outer Cape Shark Mitigation Alternatives Analysis, was issued in October 2019 by the Woods Hole Group.

COMMUNITY RESILIENCY BY DESIGN

Finding the right balance between community need, community preference, and financially viable development is the goal of the Community Resiliency by Design project. In collaboration with the towns of Eastham, Orleans, Falmouth, and Barnstable, the Commission received funding from the Massachusetts Executive Office of Energy and Environmental Affairs to develop model housing designs for compact development in four different, but typical Cape Cod development patterns.

NAUSET ESTUARY PLANNING EFFORTS

The Town of Eastham requested Commission technical assistance to further its wastewater planning efforts. Commission staff provided a report of the planning, funding and implementation work to date across a number of water quality related efforts which could be used as the basis for discussions with the Town of Orleans regarding the Nauset Estuary watershed.

CAPE COD CLIMATE INITIATIVE

Cape Cod faces unique challenges due to its geography and geology, historic connection to the sea, and the number of residences, businesses and critical infrastructure located in its most vulnerable areas. The extent of threats facing the Cape Cod region requires coordinated action and broad community efforts.

The community-focused, information-based discussion will lead to a strategic framework and collaborative approach to address the region's contributions to and threats from climate change.

www.capecodcommission.org/our-work/climate-change

MUNICIPAL VULNERABILITY PLANNING

The Cape Cod Commission, Woods Hole Sea Grant, and Cape Cod Cooperative Extension became certified MVP providers and are assisting the towns of Eastham, Barnstable, Bourne, Wellfleet and Truro in completing assessment and resiliency plans. These are community-led processes that employ local knowledge and support through a team of town officials and stakeholder participation in day-long workshops. A report of the Eastham workshop, providing a summary of findings was presented to the town in June 2019.

Communities that complete the MVP program become certified and are eligible for MVP Action grant funding, among other opportunities.

RESILIENT CAPE COD

The Cape Cod Commission and partner agencies launched a new online tool to help decision makers investigate environmental and socio-economic effects of regional coastal resiliency strategies.

The Cape Cod Coastal Planner is the culmination of the three-year Resilient Cape Cod Project, funded through a 2016 National Oceanic and Atmospheric Administration Regional Coastal Resilience grant. It is designed to help towns communicate the effects of sea level rise, erosion, and storm surge, and the potential impacts of adaptation strategies. www.capecodcoast.org

REGIONAL TRANSPORTATION PLAN APPROVED

The 2020 Regional Transportation Plan was adopted on July 15, 2019 by the Cape Cod Metropolitan Planning Organization. It is the primary means of allocation of federal and state funds for Cape Cod's transportation needs.

The plan includes over \$300 million in projects recommended in the draft MassDOT Cape Cod Canal Transportation Study such as the reconfiguration of the Bourne Rotary. The plan also includes over \$820 million for roadways, bridges, sidewalks, and path in the region and over \$280 million in transit funding. www.capecodcommission.org/rtp.

CEDS 5-YEAR PLAN APPROVED

Working with the Barnstable County Economic Development Council stakeholders throughout the region, Commission staff developed and submitted the five-year Comprehensive Economic Development Strategy (CEDS).

The CEDS is a tactical economic development plan consistent with the growth policy and goals of the Regional Policy Plan. An approved CEDS is necessary for Cape Cod to retain its designation as an Economic Development District and be eligible for US EDA funding to build infrastructure, support planning and technical assistance, and establish revolving loan funds.

www.capecodcommission.org/ceds

LICENSE PLATE GRANTS

The Cape Cod Commission, on behalf of Barnstable County and the Barnstable County Economic Development Council, administered the first round of license plate grants under newly established guidelines. Funding is provided through the County's share of Cape and Islands

\$30,000 in micro grants were awarded in November 2019 to three of 15 applicants. Major grants are expected to be announced in early 2020.

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Cape Cod Regional Technical High School was established in 1973 as a public technical high school. Cape Cod Tech students meet the same academic standards required by the state as our sending schools while also meeting certification standards of their technical training.

District Towns: Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth

Mission Statement: Cape Cod Regional Technical High School will provide an opportunity to acquire high quality technical, academic, and social skills preparing our students for success in our changing world.

Enrollment: For school year 2018-2019, the enrollment on October 1 was **571** students.

Budget: For school year 2018-19 (FY18) there was a Total Budget of **\$14,944,000** including an operating budget of \$14,529,000 and capital budget of \$415,000. Formulation of the annual budget and town assessments are based on the previous school year's October 1 enrollment.

News from Superintendent Sanborn: The excitement at Cape Cod Tech is palpable! Our most recent Tech Night, for prospective 7th and 8th graders, was at full capacity as the interest in our new building and vocational technical education is ever increasing. Our new building is due to open in September 2020. We are eternally grateful to the Eastham taxpayers for their support of a new facility and citizens may monitor progress at www.capetech.us to view our construction camera. The centerpiece of the new Cape Cod Tech will be five academies that integrate academic and technical programming to increase teacher collaboration and improve student outcomes. Whether visiting the Hospitality, Health and Human Services Academy housing our Culinary Arts, Cosmetology, Dental Assisting and Health Technology programs; the Transportation Academy with Auto Technology; Auto Collision/Repair or Marine Services Technology, the Construction Academy consisting of HVAC, Plumbing, Carpentry, Electrical and Horticulture; or the STEAM Academy of Information Technology, Engineering Technology and Design and Visual Communication, we want the community to engage with our programs and explore the promising potential of Cape Cod Tech.

Town of Eastham: The Town of **Eastham** had 22 students enrolled at Cape Cod Tech as of October 1, 2018. The assessment for Eastham in FY19 was \$454,819.

Highlights from Cape Cod Tech 2018-19 School Year

- Graduated 110 seniors in 2019; three from Eastham.
- Enrolled 152 freshmen; six from Eastham.
- Cape Cod Tech's technical shops provided services to the public, allowing communities to realize significant savings of more than \$242,065 in total labor charges across 17 technical shops.

- The student newspaper *Tech Talk* continued to win numerous prestigious awards this year, including: American Scholastic Press, Colombia Scholastics and New England Scholastic Press Association who named it one of eight Outstanding Newspapers of the Year . The journalist students and instructor Scott Dalton deserve high praise.
- Through the generosity of Cape Cod community organizations, charities and family memorials, Cape Cod Tech presented 75 toolships and 39 scholarships to the graduating class of 2019 for a total of \$163,825.
- Thirty (30) students received John and Abigail Adams Scholarships; one from Eastham.
- The National Technical Honor Society honored 58 students; two from Eastham.
- A one-year follow-up survey for graduates of the class of 2018 showed 84% of respondents continue to reside on Cape, 43% were employed in their learned trade and 32% of graduates were continuing their education.
- *SkillsUSA* is a national student organization serving more than 395,000 high school, college and middle school students enrolled in training programs in trade, technical and skilled service occupations. SkillsUSA is a huge part of the of the Cape Tech experience combining technical, academic and employability skills. Cape Cod Tech had more than 100 students participate in the district and state competitions and won 21 medals.
- “FFA” (Future Farmers of America) is a national career and technical student organization based on middle and high school classes that promote and support agricultural education. This year Cape Cod Tech’s 17 student participants exceed expectations winning their second state championship in the hardscape event and 13 medals in various events.
- The Cooperative Education program placed a total of 80 junior and senior students with local businesses, enhancing their skills through Co-Op placements and internships. The program also sponsored the 6th Annual Student Job Fair with 51 employers seeking to hire skilled students.
- The Athletic Department offered a “no-cut, no-fee” program in which all students can participate without fees. The following sports were offered: baseball, basketball, cheerleading, cross-country, football, golf, hockey, lacrosse, soccer, softball, tennis and volleyball.

Technical Highlights from 2018-19

- All students achieve OSHA certification in their technical program in 10th or 11th grade.
- In Auto Collision, 140 jobs were performed resulting in \$70,000 savings to the public. Outreach projects were completed for Cape Cod Cares for the Troops, U.S. Park Service and Girls Scouts. All seniors achieved Chapter 74 Auto Collision certification.
- The Auto Technology program achieved ASE accreditation (formerly known as NATEF) this year. Two seniors competed in MA Auto Dealers High School Skills Competition, taking 2nd place at the state level.

- The Carpentry Department uses the National Education & Research Construction curriculum. This year the shop had 5 females enrolled and 6 students on Co-Operative placements.
- In the Cosmetology program all seniors passed the Cosmetology State Board Exam. The program hosted speakers from salons and visited several salons. Digital text books and appointment scheduling software were integrated into their curriculum.
- Culinary Arts added an outside catering operation to construction workers for the new building project. Students learned Point of Sale software in The Cove Restaurant, developed buffets, prepared food for school district events and were engaged in community events.
- The Dental Assisting program is a two-year program for 11th and 12th grades. All seniors participated in 5 weeks of internship, where they worked alongside staff in local dental offices. Seven juniors took the Dental Assisting National Boards exam in Infection Control.
- The Design & Visual Communications program has increased to its highest enrollment and most challenging curriculum to date. Additional equipment purchases of a classroom smart board and embroidery machines provided new opportunities to learn workforce skills.
- The Electrical Department boasts another year of above 95% attendance rate. A database of local electrical contractors is under development for cooperative education opportunities. A goal to design and keep pace with the new school building was used as a learning experience.
- The Engineering Technology Shop is phasing in a 3D modeling/design software certificate program to their curriculum. Sophomores began certifications in AutoDesk Inventor and juniors will begin a dual-enrollment class with credits from Cape Cod Community College.
- Health Technologies had 61 students, the largest number of students per shop. Juniors passed the state examination, receiving their Certified Nursing Assistant (CNA) certificates. All Health Tech students passed Basic Life Support for Healthcare Providers. Six seniors worked in internships or cooperative education at Cape Cod Hospital in the Emergency Room, IV Therapy, the Maternity Unit and at Rosewood Manor Skilled Care Facility.
- The Horticulture program found ways to differentiate instruction such as taking over the responsibilities for grounds maintenance on campus. Horticulture students have qualified for National Competitions for Nursery Landscape for the first time in school history.
- The HVAC program completed its implementation of a new online text and workbook and consistently used Google classroom for teaching. For the third year in a row HVAC was the first choice placement by 9th graders after the exploring all shops.
- Marine Services contracted with Yamaha Motor Corporation with access to all parts and training materials and certifications for students. Relationships with local marine businesses and public donations have grown the inventory of engines and equipment. Two new outboard engines were purchased to provide exposure to current marine propulsion technology.

- The Information Technology curriculum provided students with opportunities to achieve many certifications, including PC Pro, Network Pro, Security Pro, CompTIA and Testout.
- The Plumbing Shop had 5 seniors and 3 juniors on Cooperative Education placements in local businesses. Industry leaders in the community discussed new technology in the trade. Propress and Megapress were incorporated into the curriculum to give students 21st century skills.

Academic Highlights from 2018-19

- The Business Education/21st Century Learning department implemented a monthly newsletter to parents to communicate upcoming projects, employability trends and expectations. This increased parental communication and raised student success rates. This department also hosted an annual Job Fair and the Annual Cape Cod 5 Credit for Life event.
- The English Department adjusted the 9th and 10th grade curriculum to prepare for the MCAS Next-Gen Practice Test. All students passed the English and Language MCAS.
- The History department put a greater focus on Civics and government to better align with the new state frameworks and legislative decisions. Several Civics conferences were attended. The department continued to focus on special activities to honor US Veterans.
- The Math Department realigned the 9th and 10th grade curriculum to the computer based Next-Gen MCAS testing. The department is training with the school's Technology Integration Specialist to integrate technology-based instruction and assessment into the curriculum.
- The Science Department increased the use of electronic formats, such as eBooks to support their learning and Google Classrooms. MCAS Review Forms (3/week) were developed and used throughout the year to help students prepare for Technology and Engineering MCAS in June.
- The Spanish Department hosted the 2nd Annual Multicultural Festival this year - a huge success.
- Special Education updated their classrooms with Chromebooks so that students could access online learning in all classrooms.

Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Glenn Olson and Michael Sarcione

Eastham Representatives to

Cape Cod Regional Technical High School's School Committee

CAPE LIGHT COMPACT

Cape Light Compact JPE is an intergovernmental organization consisting of the 21 towns on Cape Cod and Martha's Vineyard and Duke's County. The Compact's mission is to serve our 205,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, and renewable competitive electricity supply.

Effective July 1, 2017, the Cape Light Compact reorganized and reconstituted itself as a joint powers entity pursuant to Massachusetts General Law Chapter 40 Section 4A1/2, becoming the first joint powers entity in Massachusetts. Reorganizing as a joint powers entity protects member towns from potential liabilities and mandates greater financial accountability through expanded reporting requirements to the Massachusetts Department of Revenue and member Towns, and designation of Treasury functions to an independent entity.

ENERGY EFFICIENCY

Through November 2019, Cape Light Compact has reinvested over \$677,450 of ratepayers' funds back into residents and businesses within the Town of Eastham, saving those 754 participants approximately \$165,110 annually on their energy bills. These energy efficiency funds are collected through the energy conservation surcharge on each Eversource customer's monthly electric bill.

The Compact has programs available for homeowners, renters or landlords, income-eligible and businesses, including those who rent their business location and non-profits! **To take advantage of these programs, please call us at 1-800-797-6699 to sign up for a free energy assessment for your home or business, or visit our website www.capelightcompact.org for more information and rebate offers.**

POWER SUPPLY

During 2019, the Compact's power supplier for all residential, commercial, and industrial customers was NextEra Energy Services of Massachusetts (NextEra). The Compact is pleased that our residential price in 2019 was lower on average than the utility's basic service residential price. The Compact has been a green aggregation since January 2017, meaning 100% of Compact's power supply customers' annual electricity usage is met with renewable energy certificates (RECs). Each REC represents the generation of 1 megawatt hour (1,000 kilowatt hours) of electricity produced by a renewable resource, such as wind or solar. By retiring RECs to match the Compact's customers' usage, Compact customers are financially supporting renewable energy resources, including resources located on Cape Cod and southeastern Massachusetts.

In March, the Compact launched two new power supply options, CLC Local Green 50 and CLC Local Green 100. The CLC Local Green program gives customers the ability to support local renewable energy development by opting to pay a small premium on their monthly electric bill. The Compact uses this premium to purchase and retire Massachusetts Class 1 RECs to match either 50% or 100% of customers' annual electricity usage, in addition to the RECs retired as part of the Compact's standard power supply product. These RECs are sourced from renewable energy

projects in New England, including several solar installations on Cape Cod. By participating in CLC Local Green, customers are driving the market to bring new renewable energy resources online at home in New England.

At a regional level, New England continues to face electricity pricing spikes during the winter months. Over the last fifteen years, New England has greatly increased its reliance on natural gas for electricity production, and now over 50% of the electricity is generated with natural gas. However, natural gas pipeline capacity has not substantially increased during that same period. As a result, during winter cold snaps, demand for natural gas to generate electricity competes with natural gas demand for heating purposes. Allocation of natural gas for heating has priority. This creates a supply shortage of natural gas for electricity production, and therefore increases prices for electric generators, which is passed on to all New England power supply customers. Until this issue is resolved, either through additional natural gas or electric transmission infrastructure, demand reduction, or other targeted programs, the possibility of future high winter pricing remains, and as such, consumers should still expect seasonal pricing fluctuations for the foreseeable future. The Compact will continue to seek ways to help customers mitigate the impacts of higher winter electricity pricing through innovative energy efficiency programs.

As of December 2019, the Compact had approximately 5,126 electric accounts in the Town of Eastham on its power supply.

CONSUMER ADVOCACY

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local and state level.

In 2019, the Compact continued its focus on grid modernization, joining with other parties to submit a letter to the Department of Public Utilities (DPU) urging the opening of an investigation on the grid-facing grid modernization investments, including advanced metering infrastructure. This follows the DPU's last set of grid modernization orders in May 2018, which approved some of the utilities' requests but deferred decisions on customer-facing technologies (such as advanced metering infrastructure) to future proceedings. The Compact and other parties are now asking the DPU to begin where their last orders left off and start investigating how customer-facing grid modernization technologies will be deployed.

The Compact also participated in regulatory proceedings at the DPU related to the retail electric market, pushing for policies that promote a competitive power supply market while ensuring common-sense protections for consumers.

Respectfully submitted,

Fred Fenlon
Eastham Representative

BOARD OF CEMETERY COMMISSIONERS

The Board of Cemetery Commissioners is appointed by the Selectmen to care for and maintain the Cove and Bridge Road cemeteries. While these cemeteries are owned by the town, both are closed to new interments. The Cove Burying Ground and Bridge Road Cemetery are included in the Registry of Historic Places.

The Board is saddened by the death of Terri Rae Smith, who passed away in November of this year. Ms. Smith served for several years, during which she researched and maintained the historic records of both cemeteries.

Mr. Robert Carlson continues to serve as a volunteer in providing information packets at the entrances to both cemeteries. He has been most generous of his time in helping to clean and maintain several of the oldest marker stones.

The Board is currently in close contact and cooperating with the several committees and groups preparing for the anticipated observance of the 400th anniversary of the Mayflower Landing and subsequent settlement of Eastham. Cove Burying Ground contains the remains of three passengers of the Mayflower. During this year, the Board has also been contacted by a party seeking the burial location of some fifty occupants of the pirate ship Whiddaw, which sank off Wellfleet.

The commissioners are once again most appreciative of the efforts of members of the Eastham Department of Public Works which included cutting grass and removing broken tree limbs. In particular, we wish to thank Mr. Genao and Mr. Mickle for their interest and help.

Respectfully Submitted,

Roger T. Thurston, Chairman

CHARTER REVIEW COMMITTEE

The seven member Charter Review Committee was appointed by the Town Moderator, as required by state law, to review the existing Town of Eastham Charter.

The charge to the committee is to review all sections of the Town Charter in preparation for the state-required 10-year review by an Annual Town Meeting in a year ending in zero, thus the review must occur no later than the 2020 Annual Town Meeting.

In 2019, following discussions with Town Counsel, the Town Administrator and the Chair of the Finance Committee, among others, the committee set about its work of drafting proposed corrections, revisions and additions to the Charter. Throughout 2019, the committee met twice monthly in duly advertised open meetings, most of which were video recorded and are available for viewing on the Town website. By the end of 2019, the committee had nearly completed a draft of its proposal for a revised Charter. Early in 2020, the draft proposal will be presented to the Select Board and to the general public for comment. The final proposal will be placed on the Warrant for the Annual Town Meeting in May 2020 for approval by the voters.

Committee members:

Adele Blong, Vice Chair
Aimee Eckman
Elizabeth Gawron
Michael Hager
Darin Krum
Kara Risk, Clerk
Peter Wade, Chair

COMMUNITY PRESERVATION ACT COMMITTEE

The Community Preservation Act Committee (CPC) was established by vote of the December 2004 Special Town Meeting to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The CPA is funded by a three percent local property tax surcharge and a state reimbursement from Registry of Deeds revenue. Funds are used to support open space, historic preservation, affordable housing, and outdoor recreation projects in the town of Eastham.

Funds not expended in a given year are available for future projects. For the fiscal year ending June 30, 2019, CPA local tax revenues were \$719,340 and the state reimbursement was \$184,061. As of November 30, 2019, the encumbered balance for the projects approved by Town Meeting was \$490,497 and there was \$954,755 available for future projects.

Projects that were approved for funding at the May 2019 Town Meeting:

- A grant to the Eastham Affordable Housing Trust to support housing assistance programs overseen by the Trust (\$250,000)
- A grant to the Cape Community Housing Partnership to help fund the “Cape Housing Institute”, an educational program about housing issues for local officials and town committee members (\$7,500)
- A grant to the Eastham Conservation Foundation for monitoring and enforcement of Conservation Restrictions (CRs) on 13 town-owned conservation properties (\$6,000)
- A grant to fund a survey by professional consultants to identify and describe significant historic buildings, structures, archeological sites and landscapes within the Town of Eastham (\$30,000)
- A grant to fund the final debt service payment for the open space land purchase known as the Upper Boat Meadow Conservation Area (\$73,500)
- A grant to fund the purchase of 5.76 acres of land located at 0 Nauset Road for the purpose of conservation and groundwater protection (\$120,000)
- A grant to fund the purchase and installation of “Mobi Mats” for use at public beaches throughout the Town in order to make the beaches accessible for individuals with disabilities (\$20,000)
- A grant to fund a project to improve the water quality of Minister/Schoolhouse Ponds (\$135,000)
- A grant to fund the development of a plan for the restoration, rehabilitation and expansion of active outdoor recreational facilities at Wiley Park (\$22,000)

The CPC is currently evaluating applications for FY2021 projects and will make recommendations to Town Meeting in May 2020.

Respectively submitted,

Dan Coppelman, Chair
Peter Wade, Vice Chair

CONSERVATION COMMISSION

The Conservation Commission has three main accountabilities. It oversees the management of town-owned Conservation Lands; administers and enforces Massachusetts General Law Chapter 131, Section 40 (Wetlands Protection Act) under the oversight of the Massachusetts Department of Environmental Protection (DEP); and interprets through the issuance of regulations, administers and enforces the Town of Eastham Wetlands Protection By-Law, Article 34, 1980 (By-Law) to protect the wetland resources within the Town of Eastham. It discharges these accountabilities in partnership with various town committees and professional staff.

The Commission's time and attention is primarily focused on the administration and enforcement of the Wetlands Protection Act and the By-Law. It receives, reviews and holds public hearings on applications for permits authorizing applicants to conduct activities within the Commission's jurisdiction. That jurisdiction includes the wetland resource itself, plus a buffer zone extending 100 feet or 200 feet in the case of a river, and encompasses activities ranging from new home construction to coastal erosion remediation measures to vegetation management. When violations of the Wetlands Protection Act or the By-Law come to its attention, the Commission may petition the Superior Court for an Order under the Wetlands Protection Act or issue an enforcement order pursuant to the By-Law. Its practice is to act directly under the By-Law. The Commission's decisions under the Wetlands Protection Act are appealed to DEP; those under the By-Law are appealed to Superior Court. The Commission's regulatory activity during 2017 is summarized in the chart, below.

In addition to its regulatory activity, in 2019 the Commission developed two draft bylaws to help reduce the pollution attributable to single-use plastics in the environment for the consideration by the Select Board prior to submission to Town Meeting.

In its regulatory capacity, the Commission pursued six violations, issued three enforcement orders, received and processed 35 Notice of Intent applications, 15 Extension Permits, 6 applications for Amended Orders of Conditions, 97 Requests for Determination of Applicability, 24 Requests for Certificates of Compliance, and 33 Administrative Reviews.

Respectfully submitted,

James Baughman, Chair
Conservation Commission

EASTHAM COUNCIL ON AGING (AKA) EASTHAM SENIOR CENTER

Mission Statement:

Established in 1974, our mission is to promote the well-being and independence of adults aged 59 and older. The Eastham Senior Center provides multi-purpose programs (health, educational, social, and recreational), as well as supportive daycare, transportation, and outreach for this purpose. Our continuing goal as a community resource is to maintain and enhance a quality independent lifestyle for our senior population by meeting their current and future needs.

The Eastham Senior Center, an active and welcoming place for all, is a vibrant and supportive place to age strong. Its offerings, designed to enhance the quality of life for dynamic older adults, provides a variety of activities, support and advocacy to its members, as well as to families and care partners. The Senior Center staff (Dorothy Burritt, Director; Cindy Dunham, Outreach Coordinator; Monica Keefe-Hess, Administrative Assistant and Katherine Gill, Program Coordinator) works daily to grow programs and services to meet the needs of our growing senior community which makes up 57% of our year-round population.

The Senior Center is actively participating in a long-term, regional plan to support an age-friendly network; the idea that persons of any age can successfully age in our community. To support this initiative, the Senior Center and its staff encouraged involvement and shared experiences with every age, with the goal of creating healthy social and physical environments to promote good health for all (while focused on the social determinants of health).

The Senior Center supported this initiative through the coordination of health, educational, social, and recreational activities, and collaborated with other Town departments and many other community partners to deliver its offerings. Programs included topics such as music, drama, films, speakers and intergenerational activities. Classes were comprised of art, cooking, crafts and games. Fitness classes included chair and life exercises, move with music, yoga and Tai Chi. Program highlights included, but are not limited to:

- Cultural/historical programs: radio play, performing arts workshop, live mini-play readings from the *Eastham COA Players*, painting classes, scarf making and a genealogy speaker series followed up with a monthly discussion group.
- Community events: annual Reassurance Program holiday luncheon, participation in Windmill Weekend event and Parade.
- Well-being: healthy aging series, fall prevention, family planning series and safe driving.
- Entitlement programs: special event with SHINE (Serving the Health Insurance Needs of Everyone) and Social Security Office representatives to help navigate the process for retirees.
- Transportation: services expanded to include social outings, rides to community programs, and local destinations. The Cape Cod Regional Transit Authority also provided a new accessible van. Popular trips included a

“Fenway Park” baseball game, Heritage Museum and Gardens, shopping in Hyannis, lunch outings and nature walks/trails.

- Multigenerational: focused on community involvement, food insecurity, socialization and well-being. Programs included two evening dinner events, bi-monthly support choir, spelling bee and baking/art clubs.

To help further support residents to remain active and healthy, on-call paid drivers (George Abbott, Gerard Boucher, George Civita, Kathy Gill, Paul Langlois, Alan Larson, Bob Nazarian, Jeffrey Nogas and Bill Salem), as well as volunteers, provided rides to medical appointments and to local shelters (as needed). Funding for the driver’s salaries is through a combination of Town funds, Formula Grant money (amount determined by the Census count) from the Commonwealth of Massachusetts and our “Friends” group.

The “Friends” group also created a fund to help seniors in need with medical appointment transportation costs. A \$5,000 grant from Cape Cod Health Care Community Benefits was also awarded to create the “*Your Way Home*” outreach program (a voucher program for seniors in need to receive a taxi ride home from the hospital free of charge).

For many homebound seniors or those in need, support services offered through outreach, helped them maintain a good quality of life to age in their homes. Outreach assistance included, but is not limited to home services, educational, nutritional and other well-being programs. Outreach partnered seniors with the right resources to help initiate care plans, to support aging goals, to meet their needs, as well as to offer peer and intergenerational connections and support.

Senior Center staff and volunteers offered support with AARP Tax-Aide income tax preparation, “Brown Bag” food program, Elder Law, mobile food pantry “Meals in Motion”, notary services, SHINE/medical insurance counseling, filing tax exemptions, fuel assistance, SNAP, and other entitlement program applications. A LICSW offered free mini-counseling sessions and an on-site Veterans Officer offered support services to Veterans/families. The estimated amount these services saved Eastham seniors is well over a half a million dollars!

The outreach program extends to help caregivers in their essential and often difficult role by offering support and respite. A bi-monthly caregiver support group is available at the Senior Center. There is also a social day program (*The Gathering Place*) that provides respite for caregivers, for those that are socially impaired or suffer from cognitive impairment. The staff (Mary Tierney, Day Center Manager; James Small, Day Center Program Aide; and Frank Massa, Assistant Day Center Program Aide), provide two meals a day as well as facilitate daily activities such as gentle exercises, creative and educational activities, music programs, community interaction and peer support. The Outreach Coordinator helps to support client enrollment and the Senior Center Director helps coordinate the day-to-day operations.

To help clients offset the cost to attend the Day Center, the “Friends” group funds a scholarship to help those in need. The “Friends” also provide additional financial assistance to the Senior Center whenever the Board of Directors of the Council on Aging makes a request. Its major sources of revenue are the all-volunteer run Thrift Shop on the corner of Oak and Massasoit Roads, donations through AmazonSmile, member dues and private donations. The Senior Center is a better place because of the “Friends” generosity.

The Senior Center team is thankful to the community, and would be unable to do this important work without the help of volunteers, board members, community partners, the “Friends” group and all those served. Next time you’re on Nauset Road, please stop in for a visit. The Eastham Senior Center is a place for all to age strong.

Respectfully submitted,

COA Board of Directors

Elizabeth Beard, Chairman

Deborah Albert

Paula Bruns

Lucile Cashin

James Connor

Carol DiBona

Joan Lockhart

Janis Nogas

Richard Ramon

William Salem

Patricia Unish

Dorothy Burritt, COA Director

EASTHAM CULTURAL COUNCIL (ECC)

Mission

The mission of the Eastham Cultural Council is to promote excellence, education and diversity in the arts, humanities and interpretive sciences, in order to improve the quality of life for all Eastham residents.

The Council pursues this mission through a combination of grants, services, and advocacy for cultural organizations, schools, communities, and artists.

The Council serves as a community catalyst for projects and collaborations that address cultural needs. Working with Eastham municipality the council builds relationships that can be beneficial in many ways including advocating the arts and culture in the community.

Fundraising

The Eastham Cultural Council does annual fundraising to provide additional funds for granting or to support Council programming. The Eastham Cultural Council raises money to support community projects that are not dependent on state funds including the annual Hands on the Arts Festival.

Arts Education

Through various programs and partners we serve thousands of children and teens in the arts, humanities and interpretive sciences throughout the town of Eastham and local communities. These programs help children and young adults to perform better academically, develop essential workforce skills and become productive members of our community.

Eastham Municipality

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the towns elected officials falling under the guidelines of the Massachusetts Cultural Council.

In 2019 the council received and distributed Grant monies from the state in the amount of \$6,400 to support local arts and humanities programs.

Respectfully,

Brian LaValley, Chairman

EASTHAM ELEMENTARY SCHOOL

A BEACON SHINING BRIGHTLY BUILDING COMMUNITY, PRACTICING EMPATHY, CELEBRATING INDIVIDUALITY, INSPIRING POSSIBILITY, DEVELOPING LEADERS

The positive school climate and culture at Eastham Elementary is a perfect environment for students to attain academic proficiency and to realize their full social and emotional potential. The teaching staff, the supportive families, and the administration work collaboratively to fulfill this mission year after year. This past school year was no exception, and the following report of our collective accomplishments is but a glimpse of all the amazing experiences that happen every day, in every classroom.

Our current enrollment remains stable and allows for smaller class sizes. At Eastham Elementary, students receive more individual attention and support while working in an environment of high expectations. 2019-2020 student enrollments:

Pre-K: 32 K: 34 Grade 1: 24 Grade 2: 27

Grade 3: 29 Grade 4: 27 Grade 5: 28

Total: 201

STUDENT LEARNING

Curriculum and Instruction are at the core of a school. The continuous improvement of both is vital. As part of a regional district, the Eastham Elementary School faculty and administration work closely to ensure that our students are compassionately mentored and well prepared to engage in a rigorous K-12 curriculum and to grow into contributors to their classroom communities, their school and their community. Kindergarten instruction for all students across the Nauset towns (Brewster, Orleans, Eastham, and Wellfleet) is based on Tools of the Mind. In grades 1-5, all curriculum is aligned to the Common Core Standards. Teachers and administrators across the district participate on curriculum committees to review, evaluate, change, and ultimately continuously improve the core curriculum and instruction.

SCHOOL CLIMATE

School climate refers to the day-to-day life of the school. A healthy, positive school climate is one that includes a sense of community, collegiality, collaboration, safety, responsibility, and a love of learning. *Responsive Classroom* serves as the social philosophy and practical approach for creating a safe, challenging, and joyful school. The Second Step Social Emotional Learning program is designed to teach all children all prosocial skills which ideally will result in a more positive school climate.

Parent / Community Involvement

- Educating the children of Eastham takes the collaborative efforts of an entire community! Our parents group works tirelessly to enrich our student experience.
- Eastham Elementary School Parents Group; fundraising; enrichment; family events.

- Community Friends spend time in classrooms during American Education Week in November.
- Community Read-Aloud program
- Cultural Programs sponsored by EESPG
- Student Parent Handbook, weekly EES Newsletter via ParentSquare Technology, lunch menu and activity calendar, classroom newsletters, teacher web-pages and teacher communication via ParentSquare and Remind Technology
- Eastham Elementary School web page
- Fourth and Fifth Grade students visit the Eastham Council on Aging to sing and interact with our residents
- Traditional Community Memorial Day Assembly and march
- Community service initiatives.
- Open House format including a curriculum overview presentation in each classroom
- Grade specific curriculum nights for students and parent(s)
- All of our students experience the incredible, local resources made available through the National Seashore, the Audubon, and our neighborhood turnip farm.

Respectfully submitted,

William H. Crosby
Principal
Eastham Elementary

EASTHAM ELEMENTARY SCHOOL COMMITTEE

The Eastham Elementary School community is a partnership committed to creating the best learning environment. The collective commitment of Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential.

The school community continues to support our children through the opportunities of a rigorous academic curriculum and promote positive social/emotional development, all while providing them with rich, engaging learning experiences.

The Eastham Elementary School Committee is committed to the vision and mission, and supporting goals and strategies that guide our school. These are set forth to focus on providing the very best educational experiences to all of our students. In doing so, the committee has worked together with administration, teachers, parents, and community members to establish a sound and fiscally responsible budget that reflects funding to support the current program at Eastham Elementary School and finding the balance between the towns' fiscal guidelines and the educational needs of our students. This is the primary role of the school committee.

Our policy subcommittee representative has brought to our committee meetings new and updated policies to be discussed and voted on. Types of policies include homework, drug and alcohol use, wellness, and tobacco use. These policies are reflective of the fact that the school committee has oversight of and responsibility for the school, the direction of the school system, and establishment of criteria to determine if its goals and policies are being met.

Topics discussed by the committee over the course of the year are numerous – each providing committee members with greater insight from which to serve and lead. Topics include, but are not limited to – school security and safety, student transportation, social and emotional learning, child trauma, the school calendar, bullying and cyber bullying, Nauset High School building project, student wellness, and after school programming.

During the year, school committee members serve on numerous subcommittee's that support the various initiatives of the district – including Strategic Planning, Cape Cod Collaborative, Parents Group, School Improvement Council, Substance Abuse Task Force, and Wellness.

Other areas of accomplishment are:

- Evaluate the performance of the Superintendent
- Review and approve the annual School Improvement Plan
- Review and approve the Parent Group's annual activities and fundraisers
- Monthly review of the Eastham Elementary School expenditure report
- Updates on school enrollment and projections for the future
- Review of Next-Generation MCAS results
- Promote the benefits of a public-school system to the community

- Take part in MASC (Massachusetts Association of School Committees) yearly conference which provides and encourages resources for school committee professional development programs that will enable school leaders to have the knowledge and skills required to provide effective policy leadership for the school
- Involvement in community outreach, i.e. Council On Aging activities, visiting classrooms during American Education Week
- Conducted a Committee Self-Evaluation to review and determine what's working well and what could be improved – ultimately making us a more effective committee
- Welcomed an additional classroom of the Nauset Integrated Pre-School into the building
- Collaborate with other elementary schools through Union 54 regarding local concerns, issues, updates and information
- Collaborate with Nauset Regional Committee regarding district updates and information
- Presentations from Eastham Elementary school teachers, students and staff highlighting the innovative programs happening at the school
- Work to ensure that necessary funds are appropriated for the district and that a balance is maintained between needs and resources in the distribution of available monies.

Respectfully submitted,

Moirá Noonan-Kerry, Chair
 Judy Lindahl, Vice Chair
 Ann Crozier
 Joanne Irish
 Mary Lou Sette

EASTHAM 400 COMMEMORATION COMMITTEE

- The Board of Selectmen sponsored a funding article in the Town's Warrant for \$25,000 that was approved at the May 6, 2019 Town Meeting. Debra DeJonker-Berry, Director of the Eastham Public Library was appointed by Jacqui Beebe, Town Administrator to oversee the management of the Committee's funds.
- Debra DeJonker-Berry, Director of the Eastham Public Library and Tom Ryan, Vice Chair secured a grant from the Massachusetts Cultural council for a series of programs and the commission of a scholar to author a new narrative on the First Encounter. The book has been published, printed, and available at the library.
- A new website was developed and is being maintained by local webmaster, COLEwebdev. The extensive construction was gifted to the Committee as a contribution to the commemoration. Much of the content and oversight was developed by Steven and Paula Peters, Mashpee Wampanoag natives and principals of the communications company, SmokeSygnals.
- The domain, Eastham400.org has been added for easy public access to the website.
- Sharon Krause joined the committee.
- The Eastham 400 Signature Events will include:
 - Sunset Series: 10-minute talks and historical accounts of Eastham's heritage. Memorial Day – Labor Day, daily (weather permitting) immediately before sunset at First Encounter Beach.
 - Sunday Campfires: Games and storytelling July and August, Sundays at dusk at First Encounter Beach.
 - Shallop Elizabeth Tilley Visit: Step aboard a replica of the shallop that was used to explore the shores of Nauset. July (TBD), Rock Harbor.
 - Tours of the Cove Burying Ground: 3 dates (TBD)
 - "Our Story" 400 Years of Wampanoag History: A month-long, multi-faceted exhibit, plus visiting live demonstrations, talks, native crafts, and music. December at the Eastham Public Library.
 - Eastham 400 Closing Ceremonies: An all-inclusive series of events focused on the legacy of Eastham's heritage and future. December 4 – 8, 2020.
- The work and programs of the Eastham 400 has attracted a number of organizations that offer programming that aligns with our theme. Those "sanctioned" events by our partners* are displayed on the Website's calendar. Samples of their content are:
 - ArtWeek: Public Art, Life Art Session; Genealogy Day; Walks led by Native Americans; Cape Cod Symphony at the Salt Pond Visitor Center
 - Several talks, readings and workshops have been planned with lots more being developed

The Eastham 400 Commemoration Committee is pleased to acknowledge its events surrounding The First Encounter through educational programs, activities, events, promotional materials and merchandise, and projects for the residents and visitors of the town of Eastham.

Respectfully submitted,

Jim Russo, Chair
Tom Ryan, Vice Chair
Judy Parmalee, Secretary
Peter Dibble
Sharon Krause
Janine Orsenigo
Sylvia Sullivan

**In general, our coordination of dates as partners in no way signifies their responsibility for our work, nor does our being in communication mean we shape or sponsor their work.*

FINANCE COMMITTEE

The primary focus of the Finance Committee is to give its recommendations and comments on articles in the annual town meeting warrant, as required by the town charter. As part of that process, the committee reviewed the annual budget, advised the Select Board, and included its votes in the warrant. In addition to providing its recommended votes on warrant articles to Eastham citizens, the Committee provides a written comment on warrant articles that are of particular interest. The Committee will continue to refine that process to include a tax impact and cost/benefit explanation wherever possible. The Town Charter requires that the Finance Committee approve any expenditures from the reserve fund and any end of the year transfers.

A secondary role of the Finance Committee is oversight of significant capital projects with a representative on each capital projects committee as required by the town charter. Our representatives have been active in all discussions and decisions taken on the renovation of the police station, the renovation project for Nauset Regional High School, the town-wide water project, waste water project, the Rock Harbor project and the strategic planning project.

In addition, the Finance Committee has provided analysis and advice on numerous finance, accounting and related operational matters referred by the Select Board and Town Administrator, and as identified by the committee as requiring the attention of town officials. Finance, accounting, and related operational matters include but are not limited to:

- Sources of new income, including the meals' tax, short-term rental tax and marijuana sales taxes;
- Opportunities to reduce costs associated with school choice;
- Examination of fees and revenues for town services and use of town resources;
- Improvement of the town's bond rating;
- Increase public awareness of implementation and benefits of the town water project;
- Funding plan and sources of the town's long-term liability for retiree benefits, primarily retiree health benefits; and,
- Adjusting public financial reports to be more instructive to the public.

The committee keeps abreast of ongoing activities and their possible financial impacts on the town and Eastham taxpayers.

Respectfully submitted,

Jerry Cerasale, Chair
Art Autorino, Vice Chair
Mary Shaw, Clerk
Fred Guidi
Peter Wade
Tom Gardner
Rick Knight
George Deptula
Stephen Zbel

FIRE DEPARTMENT

The Eastham Fire Department provides a professional level of emergency medical care, fire suppression, fire prevention, hazard mitigation, and safety education to the citizens and visitors of the Town of Eastham. It is the mission of this department to provide the best possible level of service utilizing the resources provided by our community.

This past year was exceptionally busy for the Eastham Fire Department. The great summer weather and the large volume of people visiting and traveling through Eastham keeps the Public Safety Departments very busy. During the summer months when Eastham Fire is not busy providing emergency response in town, we may be assisting our neighboring towns with their overflow of emergency responses. All the towns on the Cape belong to the County Mutual Aid System. This system provides backup emergency response and coverage in the event of a large fire or during multiple medical runs when the resources of local fire departments are diminished.

The Chief and Deputy Chief have been very busy with fire protection overview, planning and inspections for the new affordable housing on the Campbell/Purcell property, now called The Village at Nauset Green. This new 68 unit housing development is the first of its kind in the Town of Eastham. Many hours were spent reviewing plans, attending meetings, following up with contractors, inspecting the properties, and testing all of the life safety systems within the structures. Another new project that will be starting soon is the rebuilding of the Nauset Regional High School. This project will also require many hours of plan review and required inspections throughout the construction process. The resale inspections of existing homes along with the new construction of homes adds many hours to the Fire Inspection/Prevention duties of the Deputy Chief. Last year the Deputy Chief was tasked with upgrading the department computer system to allow for mobile computers in all apparatus and ambulances. These new mobile computers have been installed in our emergency response vehicles; the new mobile computers provide information, directions, hydrant locations, patient medical information, and other critical information related to the incident response. Having this critical information during the emergency response could mean the difference between life or death or a small fire becoming a large fire. We are also in the process of going online with the permitting process where permits can be obtained and payments made.

In June of this 2019, the town received a grant from the State to help fund emergency response and to improve emergency communications at the beaches in the event of a shark attack. These funds were used to purchase and install an emergency radio repeater system at Coast Guard Beach. This new radio repeater system helps to boost radio communications along oceanside beaches allowing first responders to be able to communicate from the beach to the central dispatch center located at the police station. This system can be used by police, fire, and the National Park Service rangers. Also purchased with funding from this grant was an emergency phone callbox installed at Sunken Meadow Beach on the bayside. This emergency callbox was installed at that location due to poor cellphone capabilities in the area. The ability of the Fire Department to respond to an emergency water rescue has been improved by the development and training of a rescue swim team made up of nine Eastham Firefighter/EMTs. The new team members were issued personal emergency

response gear, a new inflatable emergency rescue boat with a jet motor, and other needed equipment to allow them to initiate a water rescue in our waters. Training for this new water rescue team was provided by Chatham Fire Captain R.J. Sylvester, who is a surface water rescue technician instructor.

Last spring and summer, Eastham Fire Department personnel provided training for the Stop the Bleed Program to 270 people. This program provided training for civilian non-medically trained people who may encounter someone seriously bleeding. The training demonstrated the use of a tourniquet and direct pressure to stop bleeding; this treatment can save someone's life. The training takes approximately two hours. Please check the department website at www.eastham-ma.gov/fire-department or call the department at 508-255-2324 to find out about this year's class schedule.

The Eastham Fire Department, in conjunction with the Eastham Council on Aging, provides home fire safety and fall prevention training for the seniors in our community. Home safety visits are available to our seniors. During these visits, smoke detectors and carbon monoxide detectors are checked, and the rest of the house is checked for safety issues. I would like to thank Firefighter/Paramedic Rachel Topal and Firefighter/Paramedic Barbara Francke for providing the training and the home inspections. Additionally, every home is required to have working smoke detectors and carbon monoxide detectors, along with house numbers that can be seen from the street.

This year we lost a longtime member of the Eastham Fire Department, Deputy Chief Allen S. Corbett age 96. Deputy Chief Corbett started as a Fireman in 1953 and was promoted to the position of Deputy Chief in 1962. Deputy Chief Corbett was presented with his 65 year pin as a member of the Eastham Firemen's Association last spring. Deputy Chief Corbett was a World War II veteran serving in the United States Army.

Captain William Sprague has retired after 40 years of service with the Eastham Fire Department. Captain Sprague joined the Eastham Fire Department in September of 1979 as a call firefighter, he became a paramedic in 1982, and was hired as a fulltime Firefighter/Paramedic with the Eastham Fire Department in July of 1989. Captain Sprague knew the importance of education in the fire service and received his degree in Fire Science in 1997. He was promoted to the position of Fire Captain in 2001. Captain Sprague became a member of the Barnstable County Technical Rescue Team in 2004. I would like to thank Captain William Sprague for his dedicated service to the Eastham Fire Department and to the citizens and visitors of the Town of Eastham.

In closing, I would like to thank all the members of the Eastham Fire Department, Deputy Chief Keane, Board of Selectmen, Finance Committee members, Town Administrator Jacqueline Beebe, Assistant Town Administrator Michael Lorencio, all Eastham town employees, and all the residents of Eastham for their support during my past four years as Fire Chief. The members of the Eastham Fire Department wish to thank the citizens and visitors of Eastham for their continued support throughout the years. We will continue to work closely with all town departments to provide the best possible service to the community. The Firefighter/EMT/ Paramedics of Eastham are committed to providing the highest level of emergency medical care, fire protection, and hazard mitigation for the citizens and visitors of this community.

Respectfully submitted,

Chief Kent J. Farrenkopf

2019 Incident Statistics

• Fire Incidents	763
• Rescue/EMS Incidents	1354
• Marine Responses	7
• Total Emergency Incidents	2124
• Inspections/Code Enforcement	429
• Public Education Activities	46

1651 FOREST ADVISORY COMMITTEE

In 2019 the Forest Advisory Committee worked together with the Friends of the Eastham 1651 Arboretum and the Natural Resources Department to provide oversight of the continuing Forest Project in Wiley Park. We continued our efforts to improve and update our cloud based data entry system by increasing the location accuracy to within five feet. There was one planting event and a maintenance event coordinated and carried out by the Friends.

Henry Lind, of the Advisory Committee, has continued his work on a new tablet-based data entry portal for an updated planting inventory. Progress has very good with the addition of a (Garmin Glo) GPS device that has allowed for accurate GPS locations with a 5 foot level of accuracy. Recent plantings have been entered into the program and before long it should be possible to generate new planting summaries and informative species mapping. We continued our experimentation using a fungal root dip in hopes of increasing a plant's ability to absorb moisture and nutrients. To date the results are inconclusive with no observable benefits obtained from using the root dip.

The Friends of the Eastham 1651 Arboretum had a busy 2019, plantings fifteen scarlet oaks and instituting a summer watering program for the young trees keeping the roots moist all summer resulting in a perfect survival record. Fifteen sassafras trees were planted in 2018 but seven of them were severely browsed by rabbits or deer. In an effort to save the remaining eight trees a wire mesh barrier was erected around each tree. Three of them had been severely damaged and did not survive but the remaining five trees did. The wire mesh barriers will remain until the trees are large enough to survive without assistance. The Friends had a successful Windmill Weekend with good visitor attendance.

The Forest Advisory Committee wishes to thank Mr Steven LaBranche, the Conservation Commission liaison, who has ended his participation on the Committee for his many years of helpful and inspirational service and David Johnson the staff liaison from Natural Resources. Mr Johnson has moved on to a position in Brewster and we wish him our best. We would like to welcome Ms Janet Benjamins the new Conservation Commission liaison to our committee and look forward to working with her in the future.

Respectfully Submitted,

Michael Harnett, Chair

BOARD OF HEALTH

The mission of the Board of Health (BOH) is to protect, promote and sustain the public and environmental health of the Town of Eastham, accomplished in 2019 with the dedicated efforts of the full-time Director of Health and the Environment, Assistant Health Agent, and Community Development Assistant, and guided by local and state regulations. The Board continues to monitor and address new and changing health-related issues as they occur in Eastham, advocating for a safe environment, reduction of known health risks, and for the promotion of known preventive health measures.

Following the update in 2017 of town regulations for Title V requirements, the BOH worked through the entire BOH Regulations document in 2018 and 2019, to simplify, update, and organize Eastham's health regulations to make them more user-friendly. The newly organized Regulations were adopted in the fall of 2019. Another major task begun in 2019 was to consider the adoption of regulations regarding non-commercial farm animals. The BOH received the document developed over the past 18 months by the Animal Regulations Task Force, "Keeping of Non-Commercial Farm Animals", with the agreement to work to develop this further into a BOH regulation for the Town.

The BOH held 12 regular formal meetings in 2019, responding to requests for variances and reviewing numerous septic system proposals to support increasing requests for renovations and expansions of existing properties. The BOH continues to attempt to balance protecting the safety of our aquifer, estuaries, and fresh and saltwater recreational waters, while being responsive to the needs of property owners. The BOH conducted 13 workshops with presentations by experts addressing issues, including pond quality and alternative septic systems. The BOH also supported the following activities carried out by the Town of Eastham Health Department:

- Eastham is a designated Waste Management Agency. Eastham has developed a multifaceted approach to improving water quality in the Nauset Harbor Estuary that includes: Stormwater design, Aquaculture and design of a Permeable Reactive Barrier adjacent to Salt Pond
- Massachusetts Estuary Program (MEP): Water testing in Nauset Estuary with Orleans and CCNSS is conducted five times per year at specific monitoring stations
- Pond water quality testing is conducted at nine fresh water ponds twice per year
- A three part restoration approach is underway in Schoolhouse Minister Pond that includes Hydroracking (fall 2019), Aeration (spring 2020) and Alum application as needed.
- Environmental investigation continues to fully characterize the Salt Pond subwatershed Monitoring well analysis continues.
- Inspections: Housing, restaurants, beach testing and pools (see statistics)
- Host Choke Saver training/certification and ServSafe training/certification for local food establishment employees
- Influenza vaccine clinics

- Representation on the Animal Regulatory Work group

Representation on the Strategic Planning Committee, The Board of Health would like to thank Dr. James Taylor and Vicky Anderson for their commitment and service to this Board, and we welcomed two new members: Francie Williamson and Catherine Mondon.

Respectfully submitted,

Dr. Joanna Buffington, Chair

BOARD OF HEALTH EASTHAM HEALTH STATISTICS

(Calendar Year 2019)

License/Permit/Inspection Type	#	Total Fee Amount
Septic Installer	45	\$4500.00
Septic Hauler	18	\$1800.00
Refuse Hauler	7	\$700.00
Motel/Cottage Colony/Inn	29	\$5800.00
Food Establishment	55	\$5500.00
Milk and Cream	7	\$350.00
Manufacture Ice Cream	5	\$500.00
Swimming Pool/Whirl Pool	17	\$1700.00
Tobacco	5	\$500.00
Perc Tests	44	\$4400.00
Septic Permits	98	\$9800.00
Well Permits	18	\$900.00
BOH Variance Requests	16	\$900.00
BOH Review Requests	14	\$900.00
Certificate of Compliance for Realty Transfers	6	\$150.00
Camps	3	\$600.00
Temporary Food Permits		\$150.00
Abutters List	16	\$400.00
BOH FINES		\$825.00
Inspections for Septic Permits	97	
Title V Septic Report Review	186	\$11,300.00
Hotel/Motel/Cottage Colony Inspections	32	
Food Establishment Inspections	93	
Swimming Pool Inspections	69	
Walk Through Inspections	78	
Rental Inspections	329	
Bathing Beach Samples Taken	273	
Septic Reminder Postcards sent	2702	
Rental Certificate	1141	\$85,575.00
Total Fees Collected		\$137,250.00

Respectively submitted,

Jane Crowley, M.S., R.S.
Eastham Health Agent

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held seven regular meetings during 2019. One workshop and two site visits were conducted as well.

As was the case in 2018, the Eastham Historical Commission's work was focused on the creation of a master index of all historic homes surveyed so far. A hard copy of this index is maintained at the Eastham Public Library and will be posted on the Town's website upon completion. Larson Fisher Associates, Inc., a historic preservation and planning service, was hired to update survey forms or create new ones for eligible properties in town. When this project is completed, 134 houses in the town built between 1672 and 1900 will have been identified and documented.

The Commission is obligated by state mandate to identify all Eastham homes that are 75 years old or older. All property owners of these homes wishing to apply for a demolition permit must participate in a review session with the EHC. It may take up to eighteen months for the review process to be completed and for a demolition permit to be granted.

In 2019, the EHC's George Abbott Preservation Award was presented to the owners of 90 Old State Highway, John and Karen Klingel. Mr. and Mrs. Klingel have done a magnificent job restoring an 1860 Greek Revival-style house on Eastham's Town Cove.

The Eastham Historical Commission thanks the Town's Administrative Office, the Assessor's Office, the Tax Office, and the Building Department for all assistance given to complete the Commission's many tasks.

Respectfully Submitted,

J. Holden Camp, Jr.
Chairman

EASTHAM HOUSING AUTHORITY

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout town. The Authority continues to utilize the management services of the Orleans Housing Authority under contract.

The housing authority is actively searching for suitable housing opportunities and supports the town and its efforts to create more affordable housing.

Respectfully Submitted,

Edward Brookshire
Jerry Cerasale
James McMakin
MaryBeth O'Shea
Eastham Housing Authority

HARBOR PLANNING COMMITTEE

The Harbor Planning Committee has been meeting monthly since January 2019, having been charged with creating Eastham's first strategic plan that addresses the needs of the Town's harbor landings and accompanying waterways over the next five to seven years. The Plan was developed by the Urban Harbors Institute at the University of Massachusetts Boston, from information gathered in monthly meetings with the Committee and engineering assessments from the Woods Hole Group. Funding for the Plan was provided by the Massachusetts Seaport Economic Council, and a matching amount from the Town.

Throughout 2019, four public sessions which targeted recreational and commercial fishing stakeholder groups were conducted as part of the Committee's discovery process. This enabled the contents of the Plan to be finalized in the fourth quarter, and the Committee to distribute a draft Plan ready for public comment in January 2020. The Committee then followed up with feedback gathering sessions with the Recreation Commission, Conservation Commission, Planning Board, and the Board of Health. A final public hearing was held in early February, to prepare for a final review with the Select Board.

While the initial vision of the Plan was to focus on identifying deficiencies and potential improvements to the infrastructure of the four main Town landings (Rock Harbor, Collins, Hemenway and Salt Pond), the stakeholder groups broadened the scope holistically by tying in environmental, economic and cultural elements. For example, additional areas addressed included moorings, dockage, vessel storage, water quality, aquaculture, staffing, safety, permitting protocols, and the impact of climate change. Usability and accessibility to the landings themselves were by far the highest areas of focus.

The Plan integrated these elements by combining them under two strategic objectives:

- **Strategic Objective #1:** Maintain and improve the town's *existing* infrastructure, access points, and natural resources.
- **Strategic Objective #2:** Create *new opportunities* to promote and support commercial and recreational uses of the harbor, shoreline, and waterways.

Goals and recommendations were developed in support of each strategic objective, to be transformed into action items with success measures to guide implementation of the Plan. In fact, to emphasize the need for action, a third strategic objective the Committee proposed was creation of a new Implementation Committee charged to define and project manage the Plan action items.

- **Strategic Objective #3:** Develop administrative mechanisms to implement the recommendations in this plan.

This new Implementation Committee would have Plan governance responsibilities such as coordinating with other implementing entities, supporting requests for funding, and updating the public and municipal entities. The formation of this new Committee will be a discussion point when the final Plan is reviewed with the Select Board.

Respectfully Submitted,

Bob Bruns

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee has been in service to the Town of Eastham since 1992. It is currently comprised of the following six members: Marcia Bromley, Felice Coral, Stella Edmondson, Joan Matern, Dilys Smith, and Kate Berg, who serves as chair. The committee meets weekly during the fall, beginning in mid-October and ending in the beginning of January. The committee needs, and would welcome, two additional members to begin in the fall of 2020. Any interested Eastham residents should fill out a volunteer form, available on the town website.

The Human Services Advisory Committee's role is to accept and review all funding requests from area human service providers. As a group, we evaluate their programs in view of the community needs and recommend to the Town Administrator and Select Board specific grant amounts for each agency, within a predetermined total budget. The committee considers the merits of these requests through an application review, interviews/ presentations at weekly meetings and/or site visits to the agencies by committee members. The total amount of funding is determined at town meeting in May, when the citizens of Eastham approve the annual town budget.

For FY2020, the committee recommended the following:

AIDS Support Group of Cape Cod	\$ 4,000
Alzheimer's Family Support Center	\$ 4,000
Cape Abilities	\$ 500
CC Children's Place	\$ 8,000
Cape Mediation	\$ 500
Consumer Assistance Council	\$ 200
ECEC	\$ 16,000
Food 4 Kids	\$ 1,500
Gosnold	\$ 500
Helping Our Women	\$ 2,700
Homeless Prevention Council	\$ 11,000
Independence House	\$ 6,500
Lower Cape Outreach	\$ 10,500
Mass Appeal	\$ 2,700
Nauset Together We Can	\$ 2,000
Outer Cape Health	\$ 2,500
Outer Cape Health (Community Navigator Program)	\$ 25,000
Sight Loss Services	\$ 1,500
Total Distributed:	\$ 99,600

For FY2021, each of these agencies, along with The Family Pantry of Cape Cod, have submitted requests for funding. We are confident that all of them deserve the town's support so that they may continue to serve the needs of our residents.

EASTHAM PUBLIC LIBRARY

Mission Statement: The Eastham Public Library seeks to provide a comfortable place to build community, find materials to enhance leisure time, nurture the ability to find information using technology and provide a wide variety of programs and services to ensure children will be ready to read, write and listen to acquire useful skills. *Adopted August 10, 2019*

Diverse programming includes music, dance, historic talks, community meetings, a summer visit from the Digital Bookmobile, planning meetings, and the Housing Institute. The Adult Programming Committee has implemented a very successful online juried application for the Winter Music Series which promises to offer a varied array of music. The Turnip Festival continues to be a true community-wide event with thousands attending during a 4-hour window.

Continually changing seasonal and topical displays of books are always ready for patrons – each with a review. The Art Committee provides the public with monthly exhibits of beautiful art by community members. The CLAMS Network is introducing many new software enhancements and opportunities for libraries to work together more. This year, the most popular by far has been the automatic renewal program reducing late fees as well as encouraging patrons to keep materials longer.

The library is developing an important collection of books and other materials, including jigsaw puzzles, focusing on the 400 Commemoration. A \$15,000 grant from Mass Humanities brought Dr. Ian Saxine to Eastham to write a narrative of our story entitled “The Story of the ‘First Encounter’ at Nauset. Patrons can borrow a copy of this short book at the library or download it to read on their devices. Through a series of programs, Dr. Saxine and Dr. Kate Bragdon introduced the story of the Nauset people to the community at Salt Pond Visitors Center this fall. Several other grants offered residents new opportunities at the library including Massachusetts Cultural Council’s “Taste of 1620” Project Grant on December 8th, as part of the opening of the 400 Commemoration year. Library staff were inspired that day when the line for the food was shorter than the line for the free copies of Dr. Saxine’s book which were also distributed to the community that day. Local Cultural Council support enabled new programs in cooperation with the Council on Aging, the Eastham Painters Guild and the Eastham Historical Society on art, history, food and film. We are very grateful for both Local Cape TV and the video services of the Town for making these programs accessible to the community from their homes.

The Youth Services Department offers pre-school story time every Friday at 10:30, and preschools, scouts and family programs are held year-round. Student artwork is displayed on the walls downstairs. 222 children enrolled in the Summer Reading Program reading 3,206 hours. The most popular summer raffle prizes were a Star Wars book and the Lego bundle. This summer, the library participated in the Food 4 Kids Program, and local children enjoyed walks to the library for a snack, story and craft in collaboration with the Eastham Recreation Department. The Library continues to see library use by students expand with student tours, a student piano concert, and their use of the meeting rooms for group study. Library staff are working with Nauset students to offer a new innovative weekly program called “Device Advice.”

The Library Trustees are looking forward to implementing a new long-range plan this July. The plan focuses on three Service Roles: Celebrate Diversity (Cultural

Awareness), Know Your Community (Community Resources and Services), and Satisfy Curiosity (Life-Long Learning). Key activities of the plan are in sync with much of the Town's new Strategic Plan.

Solar panels have been installed on the roof; the building's utilization of the generator has been maximized for public use, and following up on patrons' suggestions, the Trustees installed a water bottle filling station.

Accomplishing its mission, ELBFI board decided to disband. ELBFI transferred their remaining funds to the Trustees, and ELBFI's popular Eastham Garden Tour and art exhibit will continue under the auspices of the Friends.

The Friends of the Library are always there for library staff and the community. The Friends fund the magazine and newspaper collection, a significant portion of the Overdrive e-book collection, children's programs – including the Summer Reading Program, and many adult programs, including the music series. The community's generosity through membership dues and contributions and their support of the on-going book sale make this possible.

We are so thankful for our friendly and professional staff, dedicated volunteers who make all we do possible – whether it is greeting patrons at the front desk, shelving books or keeping our gardens beautiful. Our patrons continually express their appreciation of the library, the staff, trustees and volunteers for a “can do” attitude, experience, patience and joyfulness.

Library Statistics for FY17

Staff: 6 full-time, 1 part-time, 6 floaters

Hours open per week: 45

Holdings (books, videos, audio, magazines, newspapers, museum passes, downloadable formats, databases): 56,561

Electronic Holdings: e-Books 330,569 e-Audio 7,712

Circulation: 124,320

Registered Borrowers: 7,458

Registered Borrowers who are Eastham residents: 2,802

Interlibrary loans sent out: 13,011

Interlibrary loans received: 17,706

Door Counter: 171,887 (22,937 recorded in July; 21,546 in August)

Programs: 538

Attendance at programs: 10,473

Volunteers: 64

Volunteer hours contributed: 6,304

Children who participated in Summer Reading Program: 222 (reading 3,206 hours)

Respectfully submitted,

Mimi Ace, Trustee

Al Alfano, Trustee

Derek Burritt, Trustee

Holly Funston, Trustee

Mary Shaw, Trustee

Debra DeJonker-Berry, Library Director

NATURAL RESOURCES DEPARTMENT

The Natural Resources Department includes the department director, Shellfish Constable, Harbormaster, two deputy Natural Resources Officers, and our administrative assistant. The department oversees and manages four primary areas: conservation, harbors and waterways, shellfish, and land management. The department provides staff support to the Conservation Commission, Open Space Committee, Shellfish and Waterways Committee, Harbor Planning Committee, and the 1651 Forest Advisory Committee.

Harbor and Waterways

Oversight and management of Eastham's harbor and waterways includes permitting moorings, waiting lists, Rock Harbor dockage, and vessel storage permits and also maintenance of town landings, and aids to navigation. The following are project updates for 2019:

Harbor & Waterways Management Plan: The Harbor Planning Committee held monthly meetings and four public feedback forums in 2019 with Urban Harbors Institute of UMass Boston. The harbor plan was carefully organized and recommendations were formulated based on public feedback. Of note, maintaining and expanding public access to our waterways, science-based decision-making, upgrading boat launch areas, and supporting our residents working from the town's waterways were high priorities. The first draft of the plan was completed by December, and scheduled to be adopted by the Select Board in early 2020.

Rock Harbor Dock & Float Replacement Project: The docks and floats at Rock Harbor were completely replaced in the winter and spring of 2019 by Robert B. Our Company. Several outstanding items were reviewed in the fall of 2019 such as resetting and replacing some pilings and gangways and addressing shoaling at the South "stick" Dock area. The town began working with Foth/CLE Engineering to assess these issues and consider their recommendations for future improvements.

Great Pond Culvert Replacement Project: The Town was awarded grant funding from the US Department of Agriculture through the Natural Resources Conservation Service (NRCS) to replace a historic fish passageway and pond connection between Great Pond and Deborah's Pond as includes stormwater improvements to prevent pollution from entering the ponds. All permits were secured in 2019 with work expected to begin in 2020.

Harbormaster Building & Site Improvements Project: In August, \$150,000 in grant funding was awarded to the town to design and permit a new harbormaster building and other site improvements for other non-boating visitors to enjoy Rock Harbor. We solicited responses through Requests for Qualifications, with the design firm to be selected by the Capital Projects Committee in 2020.

Beach Maintenance Plan: The Natural Resources Department collaborated with the Recreation and Public Works Department to organize, draft and obtain a permit from the Conservation Commission for ongoing beach maintenance activities. This also included some beach improvements to Herring and Great

Pond beaches. The plan includes maintenance of all town beaches, and is posted on the town website.

Coastal Resiliency Grant – Low Lying Roadways: \$149,014 was awarded to the town to assess four low-lying roads: Samoset Road, Dyer Prince Road, Smith Lane/Rt. 6, and the bridge area of Bridge Road. The town began working with Woods Hole Group on this project, which is the first step in assessing Eastham’s vulnerable infrastructure subject to flooding during coastal storms.

Coastal Resiliency Grant – Outer-Cape Shoreline Management Framework: \$115,000 was awarded to the towns of Eastham, Provincetown, Wellfleet, and Truro to develop a Cape Cod Bay Shoreline Management Framework with the Provincetown Center for Coastal Studies. This framework includes coordinating and streamlining our efforts to manage the Cape Cod Bay shoreline on the outer-cape as one cohesive area, rather than split along town boundaries.

Vessel storage areas continued to be an incredibly popular program. All storage locations were filled with 121 permits issued within two days. New kayak racks were constructed for several areas.

Rock Harbor had full occupancy of all 48 slips. 37 permits were issued for the two transient slips 107 individuals are on the waiting list for dockage.

We continued the third year of the mail-in mooring permit renewal program, and included our second year of a mooring inspection form. 314 mooring permits for Nauset Marsh, Cape Cod Bay and Great Pond were issued, as well as 11 transient permits. The department conducted several compliance checks to ensure proper mooring registration and identification and removed several hazardous and derelict moorings.

Shellfish & Propagation

In the spring, 300 bushels of quahogs were relayed from Taunton and planted in the Salt Pond River, Town Cove, and Hemenway Landing. 250,000 quahog seed 1.5 millimeters in size were grown out at the Salt Pond beginning in the early summer and broadcast throughout the Nauset Marsh in the fall. New propagation efforts were initiated this year through the development of a remote set program which included placement of 100 oyster bags at Hemenway in July. 20,000 oysters were grown throughout the spring and summer to 3” and greater in the Salt Pond. In November, our annual Oyster Sunday event continued, where a total of 83 permits were checked on the first day. A *learn to shellfish* program this summer were held in coordination with the Recreation Department. Throughout the season, numerous bushels of blue mussels were brought in from the Nauset inlet area to the Hemenway area for recreational harvesting. On April 4, Salt Pond, Nauset Marsh and Town Cove were closed to shellfishing due to red tide.

1,850 shellfish permits were issued in 2019. The following is a breakdown:

Resident:	854	Commercial:	111
Resident senior:	557	Senior commercial:	22
Non-resident:	41	Visitor One-Week:	265

Aquaculture

The department worked with several aquaculture licensees at Cape Cod Bay to permit pick-up truck access to the Boat Meadow Aquaculture Development area through the Conservation Commission. The permit allows truck access from October through April 30th. Vibrio compliance checks were conducted to ensure safe shellfish harvesting through proper icing, shading and tagging. Throughout the season, grant areas were monitored for loose gear, ATV use and plover habitat patrol requirements.

Land Management

The department continued land management efforts in order to restore and maintain habitat and control invasive species. A fire fuel reduction burn was permitted and completed in the spring at Upper Boat Meadow Conservation Area with the assistance of the AmeriCorps and the Cape Cod National Seashore. Several days of invasive vegetation removal were completed with AmeriCorps. The department also maintained the walking trails throughout the year and cleared fallen trees and debris at Wiley Park, Upper Boat Meadow, Sandy Meadow and Cottontail Acres conservation areas. Pitch pine management continued in the late fall with several full days of work at the property with the DPW and AmeriCorps. Bridge Pond and Herring Pond water levels remained high due to significant rainfall events. Thank you to the volunteers supported by the Association to Preserve Cape Cod that spent many mornings counting fish that migrated into the ponds. Thank you to the DPW for providing staff and equipment to help with pitch pine management at Sandy Meadow.

Staffing

These programs and projects would not be possible without the hard work, creativity, and dedication of the Natural Resources Department staff:

Nicole Paine, Shellfish Constable/Sr. Natural Resources Officer
Ryan Nolan, Harbormaster/Sr. Natural Resources Officer
David Johnson, Deputy Natural Resources Officer
Mike O'Connor, Deputy Natural Resources Officer
Scott Richards, Skilled Laborer
Amy Blakesley, Administrative Assistant

We thank the Department of Public Works for their flexibility and help with many projects as well as the Recreation Department, Eastham Conservation Foundation, and all the residents, departments and agencies that we have worked with throughout the year.

Respectfully submitted,

Shana Brogan
Department Director
Conservation Agent

OLDE TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Olde Town Centre Historic District was formed under the provisions of Chapter 40C of the Massachusetts General Laws, as amended by Chapter 168, Acts of 1975 by-law adopted at the Eastham Town Meeting in 1986.

The Olde Town Centre Historic District Commission's purpose is to review all new construction, reconstruction, alterations, movements and demolitions of all exterior architectural features of buildings and structures within the Olde Town Centre Historic District, which are visible from any public street, public way or public park. This also includes changes to outbuildings, fences, walls and some signs.

The commission welcomed two new members, Kathryn Sette and Jonathan Rowe, to serve terms of three years ending 2022. Current commission members, Karen Boucher and James Cohen, were reappointed to serve terms of three years ending 2022.

The commission did not receive any new applications for a Certification of Non Applicability or a Certificate of Appropriateness during 2019.

Respectfully submitted,

James Cohen
Karen Boucher
Kathryn Sette
Jonathan Rowe

OPEN SPACE COMMITTEE

Town Meeting approved the use of Community Preservation Funds for purchase of the Higgins property which is within the Massachusetts Natural Heritage and Endangered Species Program Priority Habitat for rare species and habitat for rare wildlife and is also within the Water Resource Protection District near the Town's water supply well and storage tower.

Habitat management continues at Sandy Meadow to maintain the central area as sand plane heath land as well as maintenance of the trails with the help of AmeriCorps.

Invasive Species Control: The Town with the help of AmeriCorps continues to address Invasive species at Upper Boat Meadow and Sandy Meadow. Progress has also been made with one small parcel on Mill Road with the cutting of Knotweed throughout 2018 and 2019, an ECF project.

Bob Cook conducted an amphibian walk at Wiley Park which was co-sponsored by the Open Space Committee. Thanks, Bob

The Committee would like to welcome back Peter Wade. Peter previously served three terms and we all welcome his return.

Frances Lewis and Saul Fisher prepared materials to promote the Open Space Committee at Windmill Weekend, the turnip festival and at Nauset Newcomers in an effort to bring awareness of Open Space properties which are available for walking and nature study.

Finally, we would like to thank those volunteers who help us throughout the year, keeping our trails open, safe, and free of debris.

Respectfully submitted,

Robert Gurney, Chair

PLANNING BOARD

The following information summarizes the activities of the Eastham Planning Board for 2019.

The Planning Board acted on 25 applications, distributed as follows:

- Residential Site Plan Approvals 16
- Commercial Site Plan Approval (Special Permits) 7
- Minor Site Plan Approvals 1
- Definitive Subdivisions 1

Regular business items included site plan reviews, subdivisions, ANR plans and by-law development. In addition to regularly scheduled meetings, the Planning Board also held work sessions which focused on improving the clarity of our zoning bylaws. A major accomplishment for the year was the development and approval of a new Accessory Dwelling Bylaw, which should help create more affordable housing.

We started the year with two open positions on the board, one full time and one alternate. During the course of the year, long time member and Vice Chairman Dwight Woodson resigned and Denise Kopasz replaced him. New members, Lauren Barker and Jim Kivlehan were added as alternates and by year end had both been elevated to full time (Denise Kopasz resigned mid year). We finished the year with seven full time members and two open alternate positions.

Activity for the coming year will include implementation of the reorganized zoning bylaws developed by a special committee as well as continued effort at improving and clarifying the current bylaws.

The Planning Board is comprised of an excellent team of concerned and talented Eastham resident volunteers who are truly interested in helping develop our community. These volunteers are supported, supplemented, and guided by the enthusiastic and highly competent staff of the Town's Planning Department

Respectfully submitted,

Art Autorino, Chair
Lauren Barker, Vice Chair
Joe Manas, Clerk
Jim Kivlehan
Craig Nightingale
Peter Weston
W. Davis Hobbs

PLANNING DEPARTMENT

The Planning Department provides staff support to the following boards and committees:

- Planning Board
- Zoning Board of Appeals
- Community Preservation Committee
- Eastham Affordable Housing Trust
- Strategic Planning Committee
- Tee-Time Development Committee
- Historical Commission
- Olde Town Centre Historic Commission
- Barnstable County HOME Consortium

Planning staff regularly attends monthly meetings, hearings and workshops to assist the boards and committees in carrying out their assigned charges. Staff provides reports and performs research and analysis on various subjects.

The Planning Department has been using the following goals to implement a comprehensive planning program:

1. Promote Traditional Village Style Development in North Eastham
2. Improve Traffic Safety along Route 6
3. Support/Improve Local Economy and Community Character & Resiliency
4. Improve Affordable Housing Opportunities

In addition to day-to-day operations, staff has focused on the following major projects:

ZONING BYLAW AMENDMENTS

In 2019, a Zoning Bylaw Task Force was assembled. The purpose of the Task Force was to conduct an analysis of the Zoning Bylaw and make recommendations for how the document might be improved for clarity and ease of use. The Town Planner provided staff support to the Task Force. A draft document was prepared by the Task Force and was reviewed by the Planning Board, Zoning Board of Appeals and the Select board. The proposed document will be considered at the 2020 Annual Town Meeting.

Staff worked with the Planning Board on the following zoning bylaw amendments, which were approved at the 2019 Annual Town Meeting:

- Adoption of the amended Accessory Dwelling Unit (ADU) bylaw
- Revisions to the Residential Site Plan Review Regulations
- Revisions to the Zoning Administration & Enforcement Regulations

ROUTE 6 TRANSPORTATION ANALYSIS

Town staff continues to work with the Cape Cod Commission and MassDOT to complete a transportation analysis of the Route 6 corridor in Eastham. Public information sessions were held in early 2019. Concepts for alternative roadway configurations, aesthetic improvements and pedestrian accommodations are under development. Further public meetings will be scheduled for 2020.

MUNICIPAL VULNERABILITY PREPAREDNESS PLANNING (MVP)

The Town continued to work on planning for climate adaption and emergency preparedness. In January 2019, a two-day Municipal Vulnerability Preparedness (MVP) workshop was held with town staff and members of the public to discuss community resiliency for climate adaption. Starting in autumn 2019, the Town Planner coordinated efforts to update the Town's Hazard Mitigation Plan (HMP) with assistance from multiple departments. The HMP will draw on the results from the MVP workshops and will include prioritized action items for dealing with natural hazards and the effects of climate change. A certified HMP is required by state agencies and FEMA in order to qualify for most state and federal grant programs. This project is scheduled for completion in March 2020.

MARKETING/BRANDING & WAY-FINDING PROJECT

The town applied for and received a grant to procure professional consulting services to create a comprehensive branding and marketing plan to enhance community character and strengthen local business connections to our local historic, cultural and environmental assets. A work group composed of town staff, local residents and business owners worked with a consultant on a number of preliminary design concepts. Completion of this project is pending the implementation of corresponding action items included in the newly adopted Five Year Strategic Plan.

STRATEGIC PLAN

The Strategic Planning Committee conducted a planning process to identify local priorities that will guide and focus town actions over the next five years. The Town Planner and Town Administrator worked closely with the committee and with a professional consultant to prepare the strategic plan and to facilitate an interactive process that engaged town officials and community members. The planning process involved multiple public workshops, surveys and coordination with town staff, boards and committees. The goals of the plan are: *1) Preserve and protect coastal, estuary, pond, and other natural resources. 2) Encourage and welcome a diversity of residents. 3) Improve travel experience for all users. 4) Foster and enhance community spirit. 5) Increase diversity of housing options. 6) Provide and enhance access to public recreational resources for all people.* The Strategic Plan was approved by the Select Board in December 2019.

I would like to thank all of my colleagues who work for the Town of Eastham. Their assistance and support in a variety of areas is greatly appreciated. Also, very special thanks to Administrative Assistant Debbie Cohen for her hard work and assistance overseeing the day-to-day operations of the Planning Department. I am also pleased to share that in 2019 Ms. Cohen achieved accreditation as a Certified Floodplain Manager through the Association of State Floodplain Managers (ASFPM). This designation enhances the Town's ability to assist property owners interested in protecting their property from flood related hazards. I would also like to express my gratitude to the volunteers who serve on the boards and committees for their hard work and dedication to the community.

Respectfully submitted,

Paul Lagg, Town Planner

POLICE DEPARTMENT

The year of 2019 was a year of change and growth. With the many personnel changes for the department over the last two years, many new assignments and promotions meant new beginnings and changes. In March of this year Officer Diana Back formally retired from the department. Officer Back and her love for life and her wonderful personality will definitely be missed by her fellow officers and the Eastham community. Filling her vacancy is Officer Marc Petersen who was hired to fill her spot in April. He attended the very first 22 week Cape Cod Police Academy. Officer Petersen graduated from the training in November and rounds out our compliment of 17 officers.

Our water main installation project and traffic related issues pertaining to the project is still in progress with much of the major work completed, work is continuing on side roads and residential hookups. We continue to strive for keeping the related congestion and delays to a minimum and communicating properly to our residents when detours and delays are expected. This is the fifth year of this project.

We continue to expand on our ways to communicate with our residents and visitors. Our Facebook page continues to provide our many “followers” with up to date information relating to incidents and also our many other activities that the department is involved with daily. Our social media program through Facebook and Twitter continues to grow exponentially and emphasizes our commitment to excellent customer service and outstanding communication to our residents through these forums. The CODE RED software program, initiated in 2015, allows for town wide notifications through the web-based program. The program works wonders to assist with preemptive notifications regarding detours in town, due to the water project, as well as other major town events. The program is administered by the Police Department and allows residents to register their cell phones and email address by going to the police or town website and look for the CODE RED logo. This program continues to be a great tool for communicating with all residents at once and provides all our residents important information as needed on a town wide basis.

Traffic and traffic related issues continued as a primary mission for the department. We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. Several state grants were awarded to our department to pursue drunken driving enforcement, seatbelt use, as well as all other general traffic violations. We have once again regionalized our response to traffic enforcement with the three other lower Cape towns by collaborating on enforcement through a 30,000 dollar grant initiative targeting regional collaborative traffic enforcement during the resort season. We also received grant funding for two purchase two new radar and LIDAR units to assist our officers with their enforcement efforts.

The Eastham Police Department continues to receive grants for improvement of our 911 Communications Center and to assist with personnel costs. The 911 Training and Incentive grants assist with continued improvements and upgrades to our emergency dispatch center including Emergency Medical Dispatch and increased training and career development while meeting state mandates for training.

The Eastham Police continue to be active in community outreach programs such as the Neighborhood Watch Program which is a part of "Triad", a coalition of our Eastham Council on aging and Eastham Public Safety (Police & Fire / Rescue). Sergeant Adams continues to meet and lead this group with resident Kimberly Inman along with other volunteers who assist with this program. To date the community is divided into eight regions with 93 Block Captains. The Block Captains represent over 2,150 residences in town. If interested in the Neighborhood Watch Program, please contact Sergeant Josh Adams.

We continue to work with Gosnold to provide outreach services to those individuals and families affected by addiction. If looking for assistance and outreach, residents should contact Sergeants Adams, Officer Williams or contact Gosnold directly and ask for their outreach counselor. In addition to assistance through Gosnold, we continue our coordination with Cape and Islands NAMI (National Alliance on Mental Illness) to assist residents in crisis. Through the efforts of NAMI, all of our officers are specially trained to respond to individuals in crisis as well as to offer residents proper services and advocacy. We have provided this special training, known as CCIT training, to over 50% of our officers with the balance including our dispatchers, receiving the one day Mental Health First Aid training. This year the IACP (International Association of Chiefs of Police), recognized our department for completing their **One Mind Campaign** initiative. This international campaign recognizes departments that have trained all of their officers in proper mental health response and follow-up as mandated through their organization.

We continue our commitment to assign an officer as the School Resource Officer for the Nauset Regional High School. This is a jointly funded between the Nauset School District and the Town of Eastham. This year we have assigned Officer Dan Burnham to this role. Officer Burnham does an outstanding job in working with school officials to deal with police related issues in the schools, provides education on laws, drug awareness and the dangers of alcohol abuse. He also works to create a positive relationship with the young people of the region by forging day-to-day personal relationships between the police and the youth. These relationships promote a better understanding of the police role in the community and include wonderful programs such as "Shop with a Cop" and the "Toys for Tots." In addition, she assists with general school safety issues and assists with the organization of the emergency lockdown drills as well as assists school administration with general emergency planning. We continue to work tirelessly to assure our students are kept safe.

This year our department was awarded their second three year re-certification from the Massachusetts Commission on Police Accreditation, for meeting all of the 159 required standards necessary to assure compliance. Sgt. Dan Deschamps spearheaded this initiative as the manager of this re-certification and did an outstanding job. Our efforts in this area are enhanced by the use of on line software which allows verification of policy review by all staff. This also assists with new policy initiatives and audits.

Other community programs include our daily reassurance program for those Eastham seniors who want daily communication with our department to assure their wellbeing. Each day those signed up for the program speak to one of our dispatchers to assure they are "ok". If we do not hear from them, an officer will check on their wellbeing. Once again this year, each of the individuals who were signed up were invited to a holiday luncheon where Police, Fire and Council on Aging staff served

lunch. We also provide child safety seat installation assistance for proper installation of child safety seats in all vehicles. We were again awarded a grant to allow us to provide safety seats for those families in need. Sergeant Josh Adams and Officer Andi Williams are specially trained in these installations and assist any resident or visitor with the proper installation of these life saving child seats as well as the allocation for those who qualify. Last year we assisted with 24 installations. Sergeant Adams or Officer Williams can be reached at our regular number for an appointment.

Other services and programs can be acquired through our website @ eastham-ma.gov and click on Emergency Services.

I will be retiring as your Chief of Police in February of 2020. I do want to tell each and every one of you that I consider it an honor and a privilege to have had the opportunity to serve you as your Chief since 2009. The department is in a great place with a wonderful group of dedicated professionals serving you. All of the officers and civilian staff members look forward to continuing their dedicated and committed service to the Town of Eastham in 2020 **“In Partnership with Our Community”**.

Respectfully Submitted,

Edward V. Kulhawik
Chief of Police

**TOWN REPORT 2019 FOR POLICE DEPARTMENT
COMPLAINTS RECEIVED AND/OR INVESTIGATIONS
AND SERVICES PROVIDED**

Assault	8
Arson	0
Assault/Deadly Weapon	0
Assault/Battery	2
Attempted Burglary	1
Burglary/Force/Non-Force	6
Burglar Alarms	362
Larceny/Forgery/Fraud	116
Larceny/Motor Vehicle	1
Unauthorized Use/MV	0
Identity Theft	5
Counterfeiting/Forgery	1
Vandalism	25
Weapons Violation	0
Sex Offense	7
Narcotics Violation	3
Narcotics Investigation	5
Protective Custody	16
Harassment	41
Trespassing	1
Missing Person	23
Lost/Found Property	246
Town Bylaw Violation	29
Dead Body/Death	7

Suicide	0
Illegal Trash Disposal	18
Warrant	18
Suspicious Incident.	333
Civil Dispute	84
Domestic.	82
209A Violation.	12
209 A Service	55
Abandoned Motor Vehicle	1
Miscellaneous Traffic	122
Road Hazard	135
Minor Accident	83
Animal Complaint/Investigation	641
Summons Served	80
House Check	817
Business Check	5518
Directed Deterrents	7365
Lock Out	83
Escort	15
Fingerprint Person	16
Noise Complaint	95
Assist Resident.	445
Assist to Police Dept.	488
Assist Motorist	18
Transportation.	15
Message Delivery	25
Assist to Motorist	18
Disabled Motor Vehicle.	222
Reassurance Check	200
Well Being Check	276
Suspicious MV	209
Miscellaneous.	183
School Incident.	29
School Services	148
Assist Fire Dept. / Rescue	1795

MAJOR VEHICLE INCIDENTS

Motor Vehicle Stops	3750
Major Motor Vehicle Crashes Major	102
Motor Vehicle Initiated Arrests	80
OUI	27
911 Call Volume	2545

TRAFFIC ENFORCEMENT

Motor Vehicle Warnings	917
Civil Infractions/Complaints	109

FIREARMS PERMITS

FID Cards	2
LTC	159
Dealer Permits	0

DEPARTMENT OF PUBLIC WORKS

The year 2019 was one of achievements and growth for the Department of Public Works. Our department accomplished a variety of important tasks, all while undergoing major changes in its organizational structure. We welcomed the Water and Natural Resources Departments into our family, as well as a new DPW Administrative Assistant, which has improved our capacity to provide great customer service and response to the residents of Eastham.

In 2019, the department continued to improve the efficiency of our Solid Waste operations. After months of coordination with a variety of stakeholders, we implemented a Regional Mattress Recycling Program supported by a State-funded grant. The Eastham Transfer Station was also one of three cape-wide locations collaborating with the Woods Hole Sea Grant Program to recycle Boat Shrink Wrap. Both of these programs have provided our residents with a new, sustainable and cost-efficient option to recycle these materials and remove them from the Solid Waste stream.

Our staff successfully completed a variety of new projects, including:

- Construction of new beach stairs at Bay Road and Salt Works Road, bringing much needed safety improvements to our bay beach access
- Enhancing parking and shore access to Herring Pond, Great Pond and Wiley Park. Providing nourishment and maintenance to Eastham beaches, including labor and transportation for the removal of a large whale near Campground Beach
- Renovation of the DPW's front office, and construction of new spaces for sticker sales and the Water Department
- Supplying labor and transportation to the Health Department as part of the Schoolhouse/Minister's Pond remediation project
- Assisting in the rehabilitation of the Eastham Windmill, funded by Community Preservation Act funds
- Improvements to our buildings that included elevator repairs and installation of new safety measures at Town Hall, repairs to the automatic doors at Town Hall and the Council on Aging, and repairs to the DPW generator

The DPW also responded to service and maintenance requests to our infrastructure, including:

- Sweeping our Town-Maintained Road Network in its entirety four times, and cleaning over 80 Stormwater Structures
- Responding to calls for Tree, Brush and other Roadside clearing, as well as fulfilling our Mutual Aid agreement by supporting the Town of Dennis with their post-tornado cleanup efforts
- Installation and removal of Floating Docks at Rock Harbor
- Receiving grants to support Work Zone Safety, Fleet Maintenance, Facilities Maintenance and Recycling activities

In closing, I would like to thank our staff for their hard work and dedication to the Town of Eastham, and our residents for your support of the Department of Public Works.

Respectfully submitted,

Silvio Genao, P.E.
Superintendent of Public Works

RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round programs and activities that enhance the quality of life of its participants.

New Recreation Programs, Field Trips and Special Events:

- Winter 2019 – new programs included Thursday Adventures, Adult Yoga, Adult Pickleball, Sunday Open Gym and Valentine Card Making. Pickleball Courts were lined out at Eastham Elementary School and games were played indoors all winter long!
- February vacation 2019 was filled with ice skating, pizza, movies and open gyms! One of our favorite February trips is to The Cape Codder Resort with NRMS students. Always a fun day filled with swimming in the wave pool, water slides and pizza.
- Spring 2019 – New programs included a walking club and a Spring 4 Exercise club! Eastham Rec organized a clean-up on Earth Day, and we hauled off over 2,000 pounds of trash from town beaches. With the Orleans-Eastham Elks, we celebrated Flag Day on the Field of Dreams.
- Summer 2019 new programs and events...Family Game Nights – residents and visitors came to First Encounter Beach to play Spikeball, Can-Jam and Lawn Darts (rounded bottoms). Our yoga program expanded into every morning and Thursday evenings! Adult pick-up basketball had great attendance and the new court is being well-used. Eastham Rec partnered with Challenger Sports for a week-long soccer camp. Ultimate Frisbee and Flag Football were also offered.
- Summer Rec continues to be a well-attended and this year was one of our highest in attendance with 110+ children going through our 6-week program. The department also continued to build on their Recreation-Leader-in-Training Program. This year allowed for a lot of group development by instituting weekly meetings that allowed for teachings about the daily life of a counselor.
- Eastham Rec attended Windmill Weekend by introducing a kid's free raffle where over (30) prizes were awarded to the (50) families who signed-up. Prizes varied from stuff animals and sports equipment to telescopes and slime.
- During our annual Bike and Hike Program, The Eastham Rec Department reached a new milestone with distance ridden throughout the Lower Cape. Each group rode (40.3) miles over the course of a six-week program. In addition, they received bike safety equipment (lights, reflective patches & repair kits) along with bike safety tips allowing them to ride safely with Rec and on their own.
- It was our final year traveling to Fairhaven for roller skating and pizza at Carousel Family Fun Center on half day field trips. After (27) years of service, the rink has closed, and Eastham Rec wishes them the best and we will miss our favorite trip!

Continual Recreation Programs and Special Events:

K- 6th Basketball	Swim Lessons	Fall Soccer
Indoor Tennis	Swim Team/Meets	Field Hockey
Futsal	Summer Basketball	Bike & Hike
Jump Rope	Summer Rec Program	Beach Club
Fishing	Stand-Up Paddle Board	Flag Football
Softball	Beach Chess & Checkers	Annual Rubber Duck Race
T-Ball	Guided Bike Rides	Annual Ice Skating
T-Ball Tots	Zumba on the Beach	Annual Egg Hunt
Gr. 2 Baseball	Drama Club	Father/Son Fishing Derby
Walk 2 Read	Cookie Club	Winter & Summer Yoga

Field of Dreams Project: We are in the final stages of completing the work on the Field of Dreams project!

Future Projects: The Recreation Commission received CPC funding to hire a playground consultant and landscape architect to recommend upgrades, repairs and renovations to the Wiley Park Playground. This phase has been completed and now the Commission is applying for future funds to perform the recommended work to shade shelters, handicap parking, walkways and playground equipment.

Thank you! Special thanks go to all our players and participants, volunteer coaches, chaperones, instructors, local businesses, parents, guardians, friends and fans! Without their support, dedication and inspiration all the programs and events would not be as successful.

Respectfully submitted,

Edmund Casarella (Chair)
Alexandra Davis
Barbara Komins
Christine LaBranche
Brent Warren

RECYCLING COMMITTEE

The Recycling Committee's goal is to educate our residents about recycling, helping them understand the concept, reasons, benefits, and encouraging visits to the Swap Shop, because once there, recycling gets contagious. We're in the process of creating a new brochure, and a flyer that will be distributed as widely as possible. We're also aware of the need for additional employees at the Transfer Station, to help accomplish our goals.

We meet monthly, now the 2nd Tuesday of each month, at our Library.

Respectfully submitted,

Lee Bartell, Chair

Scott Sebastian

Andrea Aldana

Lian Smith

Amy Hackworth

Molly Chapman

Sylvio Genao, when he's able to join us

SEARCH COMMITTEE

The Search Committee is charged with facilitating the process of filling openings on Eastham's committees, boards and commissions. The committee provides public information about openings, reviews applications, arranges applicant interviews with a panel consisting of the chair of the relevant committee, the Board of Selectman liaison to that committee, and a Search Committee representative and sends an appointment recommendation to the Board of Selectmen.

The committee used the following means to provide information to citizens about Eastham committees and openings:

- Staffed an information table for recruitment purposes at the May, October, and December meetings of the Nauset Newcomers. Set up a display of materials and application forms at town meeting and staffed a table at Windmill Weekend and at the Turnip Festival.
- Distributed our three-fold flyer providing short descriptions of Eastham committees at town hall, the Eastham post offices, library, and the Eastham Superette.
- Sent three articles for the Eastham page of the *Cape Codder* newspaper announcing committee openings and a Letter to the Editor thanking volunteers and information about current committee openings.
- Purchased a retractable banner to be used at recruiting events and displayed it at Town Hall in November.
- Worked with the Town Clerk's office to improve the online Volunteer Application form and process and establish a procedure for notifying interviewed applicants who are not recommended to the Select Board.
- We said a fond farewell to long serving committee member, Gloria Schropfer and welcomed new member, Christine Zajac.

There were 52 appointments and reappointments in 2019 to Eastham's committees, commissions, and boards.

Respectfully submitted,

Jessica Dill, Committee Chair
Amy Hackworth, Co Chair
Patricia Donovan, Clerk
Ruth Gail Cohen
George Deptula
Christine Zajac

STRATEGIC PLANNING

The Strategic Planning Committee was authorized/formed in 2017 by the Eastham Board of Selectman. Their mission was defined to develop a strategic plan for the Town of Eastham that identifies those projects critical to the long-term success of the community. The committee is made up of representatives from each of the town boards as well as a business representative and a high school representative.

In 2019, working with the consultants, we presented our findings to all the local boards and the public to get their buy in. The final planning principles were identified as

1. Honor Eastham's history and protect it's small town identity
2. Live in harmony with the natural environment and local culture
3. Enhance community vibrancy and viability for people of all ages

The committee then developed a list of 6 goals and a number of strategies to achieve those goals and the vision. The final plan was presented to the Select Board and approved in December. Hopefully the plan will be presented at the 2020 town meeting, implementation has already begun.

The committee would like to thank Laurie Gillespie-Lee, Jacqui Beebe and Paul Lagg for their support. Without them we would not have achieved the above.

Art Autorino (Planning Board) Chairman
Mary Shaw (Fincom) Vice Chair
Karen Strauss (Conservation Commission)
Scott Kerry (Local Business Representative)
Joanna Buffington (Board of Health)
Brian Ridgeway (Zoning Board of Appeals)
Ben Niggel (Student Representative)

NAUSET PUBLIC SCHOOLS

Eastham Elementary School is committed to creating the best learning environment, to increase student life-long learning, to encourage student's success educationally, emotionally, and socially, and to work together to create a safe, enjoyable and productive environment. That is the mission statement and the focus for our staff and students. This past year Eastham Elementary implemented the Second Step social emotional curriculum where classroom teachers lead the students in addressing skills for learning, empathy, emotional management and problem-solving. Parents enjoy the school community by attending Arts Night, where students' exhibit their work and show their musical talents. Family breakfasts, classroom plays and presentations also bring parents to school to see the exciting learning taking place. Timbernook Outdoor learning experiences help students explore, collaborative and use their imagination. The Parent Group is remarkable in their efforts and funded numerous field trips to enhance the curriculum.

Nauset Regional High School continues its quest for a building renovation project that will go to the voters in four towns in the spring of 2020. Voters in the four towns approved the feasibility study for the project more than two years ago and the Building Committee has moved through the steps as required by the Massachusetts School Building Authority in order to receive funding from the state. The need for bringing all aspects of the school up to code including enhancements to existing classroom spaces is not only needed but critical to continue the educational excellence that Nauset offers its communities. Staff members provided input on a variety of topics including educational priorities, design patterns, guiding principles, and gathered data to serve as the content for the educational vision to 2050. Please visit the Nauset Building Project website often to be updated on the latest news at www.nausetschools.org.

Nauset Regional Middle School staff and students celebrated with Dr. Maxine Minkoff on her retirement from the District and welcomed a new Principal, Julie Kobold. Ms. Kobold worked closely with Principal Minkoff as her Assistant Principal last year. Stephanie Rae was welcomed into the Assistant Principal position. We look forward to a continued collaboration between the High School and the Middle School.

MCAS results varied from previous years as a result of the change of the MCAS testing program. Nauset Middle and Nauset High School students continue to do very well outperforming the state average. The new accountability system focuses on all students and lowest performing 25% of students. Both the Middle and High School made substantial progress toward targets in the State accountability report. The Nauset vision for students is to continue to focus on deeper learning, creativity and critical thinking, problem-solving and reflection that prepares our students to excel in a global world.

Partnerships with a variety of town departments, as well as local businesses, continues to be the cornerstone of the Nauset community. We thank our volunteers, PTA groups, local businesses, and communities for their continued support of our schools. Without their assistance, our students would not have such rich opportunities and the learning experiences that they enjoy. Our partnerships are strong and our beliefs the same, "if not education, then what for our students."

Safety in our schools remains at the highest levels and we work closely with our Police Chiefs. Unfortunately, we live in times that require security drills for even the youngest of our students but our staffs and police work together in an effort to ensure the safety of everyone.

The Strategic Plan Advisory Committee has been working diligently for the past year to create a comprehensive Strategic Plan for the District for the next five years. Nauset has defined its core values and believes that education should inspire a passion for learning and that: every child matters, every child is unique and every child deserves to feel safe. Nauset's mission is to prepare each student to succeed in an ever-changing world by providing a rigorous academic program that integrates social-emotional learning and global awareness. The goals defined in the plan include: 21st Century Skills, Global Citizenship, Social-Emotional Learning, Professional Development, and Community Schools. For more information relative to the Strategic Plan visit the website at:

<https://sites.google.com/nausetschools.org/nauset-strategic-plan/home>

Nauset students continue to make us proud whether representing Nauset at the Global Classrooms International Model United Nations Conference in New York City, collaborating with MIT staff on the autonomous car project, participating in a mock trial, working in the Human Rights Academy or doing community service for our neighbors. Not only are our students achieving academically, but they are also committed to their communities in service toward others.

In my fifth year as your Superintendent, I am continually thankful for the supportive School Committee Members with whom I work, the dedicated Staff, and my Administrative Team that is second to none! I am also thankful for the supportive communities of the Nauset Region and their belief in the importance of education. I will continue to focus on deeper learning for all students, as we prepare our children to live in a technical and global world. I am honored and privileged to be the Superintendent of the Nauset Public Schools. My door is always open and I look forward to hearing your thoughts and ideas.

Thomas M. Conrad
Superintendent, Nauset Public Schools

TOWN CLERK

This year brought employee changes to the Town Clerk's office. Town Clerk, Susanne Fischer retired after five years as the town clerk and 17 years of service to the town. During her 2 terms in office, Sue directed this office to a new level of proficiency in the technical field as well as bringing greater preservation awareness to our historical records. She was an asset to our town and a friend to many. In her absence, Cindy Nicholson stepped up as the acting town clerk and Linda Sassi accepted the Assistant Town Clerk's position. Liz Carlson Jones was welcomed in December as the part-time clerical administrative support staff.

Two-hundred seven voters attended the Annual Town Meeting held on May 6th in the Nauset Regional High School Gymnasium. Special acknowledgement of thanks are given to the professional and courteous wardens, registrars, poll workers and town clerk staff for their service to our town during the annual town meeting and annual election.

At the Annual Town Election on May 21st, Eastham voters elected the following:

- Selectmen: Alexander G. Cestaro and Jared K. Collins
- Elementary School Committee: Ann I. Crozier and Moira E. Noonan-Kerry
- Library Trustee: Derek W. Burritt and Holly Funston
- Nauset Regional School Committee: Edward C. Brookshire

Voters also approved two ballot questions:

- Appropriate costs associated with continuation of wastewater engineering study
- Appropriate costs for acquisition of land at 4790 State Hwy. (T-Time).

In 2019, the Town Clerk's office issued 1002 dog licenses, 6 household kennel licenses and one commercial kennel license, 167 business licenses, 42 Common Victualler licenses, 20 liquor licenses, 7 Entertainment licenses, 5 Peddler licenses, 3 Billiards licenses, 2 Used Car Dealership licenses, 3 Coin Operated Amusements licenses, 2 Miniature Golf licenses, 61 yard sale and 9 raffle permits, processed 398 parking tickets, 28 by-law violations, the town census and voter registration lists. The town's population reached 5,037 in 2019 and 27 births, 41 marriages and 85 deaths were recorded.

Notes from the Past

One hundred years ago, in 1919, Eastham had 124 registered voters, and 233 houses, 69 horses, 81 cows and 1,991 fowl assessed. There were 6 births, 9 marriages, 10 deaths and 34 dog licenses issued. The selectmen's salary was \$4.00 per day, the Chairman to receive \$25.00 additional for his services. There was 4,802 books in the library.

Timothy Smith's legacies to the Town of Eastham was recorded in the 1919 annual report stating his last will and testament, gifting the town of monies for new books for the Public Library, student loans to worthy young men and women, renovation and enlargement to the town hall and to extend and beautify the adjacent grounds.

Resignations

Alexander Cestaro	Conservation Commission
	Strategic Planning Steering Committee
Ed Cestaro	Harbor Planning Committee
Linda Finkral	Search Committee
Elizabeth Gawron	Conservation Commission
Fred Guidi	Charter Review Committee
Beverly Hobbs	Eastham 400 Commemorative Committee
Denise Kopacz	Planning Board
Stephen LaBranche	Conservation Commission
	1651 Forest Advisory Committee
	Harbor Planning Committee
Joan Matern	Human Services Advisory Committee
Christopher McPherson	Harbor Planning Committee
Benten Niggel	Strategic Planning Steering Committee
David Schropher	Charter Review Committee
Walter Sebastian	Cable T.V. License Renewal Advisory Committee
Dwight Woodson	Planning Board
Muska Yousaf	Zoning Board of Appeals

Respectfully submitted,

Cindy Nicholson
Acting Town Clerk

PROCLAMATION SUICIDE PREVENTION WEEK

WHEREAS, in the United States, one person dies by suicide every 12 minutes and 121 people die by suicide each day; and

WHEREAS, 20 veterans die by suicide each day; and

WHEREAS, suicide is the second leading cause of death for Massachusetts residents ages 15-44 and the suicide rate on the Cape and Islands is 1.4 times higher than the State average; and

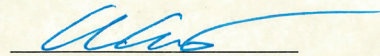
WHEREAS, suicide is a tragic and disruptive event for families and communities ~ it is estimated that annually, there are 6.3 million suicide loss survivors who have lost a loved one to suicide; and

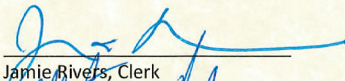
WHEREAS, suicide is a public health issue and a community concern, and through increased education and awareness of the issue a great number of suicides can be prevented;

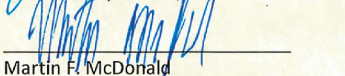
THEREFORE, we do hereby officially designate the week of September 08 - 15, 2019 as "***SUICIDE PREVENTION WEEK***" in the Town of Eastham, MA, Barnstable County.


IN WITNESS THEREOF, the Eastham Board of Selectmen have hereunto set our hands and caused the Official Seal of the Town of Eastham, in Massachusetts to be affixed this 19th day of August in the year 2019.


Aimée J. Eckman, Chair


Alexander G. Cestaro, Vice Chair


Jamie Rivers, Clerk


Martin F. McDonald


Jared Collins



TOWN OF EASTHAM

2500 State Highway, Eastham, MA 02642 - 2544

All departments 508 240-5900 Fax 508 240-1291

www.eastham-ma.gov

Proclamation Purple Heart Community

WHEREAS, the people of the Town of Eastham have great admiration and the utmost gratitude for the men and women who selflessly served their country and this community in the Armed Forces; and

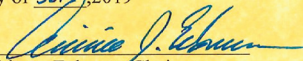
WHEREAS, THE CONTRIBUTIONS AND SACRIFICES OF THE MEN AND WOMEN FROM Eastham who served in harm's way in the Armed Forces have been vital in maintaining the freedom and the way of life enjoyed by our citizens; and

WHEREAS, The Purple Heart is the oldest American military decoration in present use and was initially created as The Badge of Military Merit on August 7, 1882 in Newburgh, New York by General George Washington. The award was made of purple cloth, shaped as a heart with the word "Merit" sewn upon it, and


WHEREAS, August 7 is nationally recognized as Purple Appreciation Day;


NOW, THEREFORE, BE IT RESOLVED that the Board of Selectmen of the Town of Eastham does hereby proclaim that Eastham is a Purple Heart Community and that August 7th will be considered Purple Heart Day in Eastham. The Board of Selectmen encourages residents and businesses to display the American Flag and recognize Purple Heart recipients on that day, honoring the service and sacrifice of our military personnel.


Signed this 9th day of SEPT, 2019


Aimee Eckman, Chair


Alexander Cestaro, Vice Chair


Jamie Rivers, Clerk


Martin McDonald, Member


Jared K. Collins, Member

National Friends of Libraries Week October 20-26, 2019

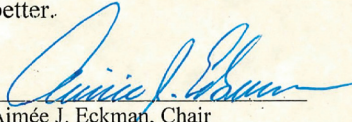
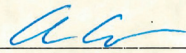
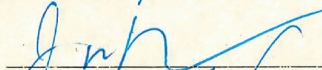
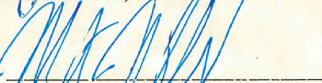
Whereas, the *Friends of the Eastham Public Library, Inc.* raises money that enables our library to move from good to great -- providing the resources for additional programming, much needed equipment, support for children's summer reading, and special events throughout the year;

Whereas, the work of the *Eastham Library Friends* highlights on an on-going basis the fact that our library is the cornerstone of the community providing opportunities for all to engage in the joy of life-long learning and connect with the thoughts and ideas of others from ages past to the present;

Whereas, the *Eastham Library Friends* understand the critical importance of well funded libraries and advocate to ensure that our library gets the resources it needs to provide a wide variety of services to all ages including access to print and electronic materials, along with expert assistance in research, readers' advisory, and children's services;

Whereas, the *Eastham Library Friends'* gift of their time and commitment to the library sets an example for all in how volunteerism leads to positive civic engagement and the betterment of our community;

Now, therefore, be it resolved that the Town of Eastham, MA Select Board proclaims October 20-26, 2019 as Friends of Libraries week in the Town of Eastham, MA and urges everyone to join the Friends of the Library and thank them for all they do to make our library and community so much better.


Aimée J. Eckman, Chair
Alexander G. Cestaro, Vice Chair
Jamie Rivers, Clerk
Jared Collins
Martin F. McDonald

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

**TOWN OF EASTHAM
ANNUAL TOWN MEETING & ANNUAL ELECTION
WARRANT**

WITH FINANCE COMMITTEE REPORT & RECOMMENDATIONS

TOWN MEETING

MAY 6, 2019 at 7:00 P.M.

NAUSET REGIONAL HIGH SCHOOL GYMNASIUM

100 CABLE ROAD

EASTHAM, MA

ANNUAL TOWN ELECTION

MAY 21, 2019

POLLS OPEN 7:00 A.M. - 8:00 P.M.

EASTHAM TOWN HALL

2500 STATE HIGHWAY

EASTHAM, MA

PRE-TOWN MEETING FOR PRESENTATION/DISCUSSION OF ARTICLES

WEDNESDAY APRIL 25, 2019 at 6:00 P.M.

EASTHAM PUBLIC LIBRARY

190 SAMOSET ROAD, EASTHAM, MA

Please bring this warrant to Town Meeting.

It is also available on the Town's website www.eastham-ma.gov

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ARTICLE	TITLE	PAGE
1	GREENHEAD FLY CONTROL	5
2	DEP LIABILITY	5
3	NAUSET REGIONAL SCHOOL FUNDING AGREEMENT	5
4	SPENDING LIMITS FOR REVOLVING ACCOUNTS	6
5	VISITORS SERVICES BOARD FUNDING	6
6	CHAMBER OF COMMERCE FUNDING	6
7	ELECTED OFFICIALS SALARIES	7
8	PAY PRIOR YEARS BILLS	7
9	FY 19 TRANSFERS	8
10	IMPROVE COMMUNICATION FOR ER RESPONSE AT BEACHES	8
11	FUND EASTHAM 400 COMMEMORATION COMMITTEE	8
12	ANNUAL OPERATING BUDGET	9-12
13	ANNUAL CAPITAL ACQUISITION ARTICLE	13-15
14	FIVE-YEAR CAPITAL PLAN	15-20
15	WASTEWATER CAPITAL FUNDING	21
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TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts

Barnstable, ss.~

TO: Either of the Constables of the Town of Eastham
In the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School gymnasium, Monday the 6th of May, two thousand and nineteen, at seven o'clock in the evening, then and there to act on the following articles in this warrant and to meet in Eastham Town Hall, 2500 State Highway, at 7 a.m. Tuesday the twenty-first of May next, then and there to elect the following Town Officers:

Board of Selectmen	Two three-year terms (vote for two)
Library Trustee	Two three-year terms (vote for two)
Elementary School Committee	Two three-year terms (vote for two)
Nauset Regional School Committee	One three-year term (vote for one)

And to act on the following questions:

- 1.) Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one half, so called, the amounts required to pay for the bonds to be issued in order to continue the wastewater engineering & study for traditional and non-traditional systems for watershed protection of Salt Pond and the Nauset Estuary/Town Cove, working towards a Targeted Watershed Management Plan, including all costs incidental and related thereto?
- 2.) Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one half, so called, the amounts required to pay for the bonds to be issued in order to acquire a parcel of land consisting of ten and 8/10 (10.8) acres, more or less, located at 4790 State Highway, Eastham, Barnstable County, Massachusetts and more accurately shown in a plan entitled, "Plan of Land in Eastham, Massachusetts, prepared for Angelo's Supermarkets, Inc." dated January 10, 1986 by Nickerson & Berger, Inc., and recorded with the Barnstable County Registry of Deeds in Book 410, Page 32, including all costs incidental and related thereto?

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

2019 FINANCE COMMITTEE REPORT

The role of the Eastham Finance Committee under our Town Charter and By Laws is to provide recommendations to the citizens of the Town on articles and questions presented in the Town Warrant. The committee considers each warrant question and article carefully, seeking and receiving input from appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching our conclusions. We encourage the public to attend our meetings, which are posted on the Town's website and in the Town Clerk's office.

The items in this year's warrant which the Finance Committee thought it appropriate to bring to the taxpayer's attention includes line item 48 within Article 12 (the Municipal Operating Budget), and Articles 15, 20, and 22.

Article 12, line item 48, relates to the OPEB (Other Post-Employment Benefits – i.e. predominately retiree health benefits) costs for the school employees and is being proposed by the town because the School Committee did not include it in their budget. OPEB is a critically underfunded cost across the state. Locally it is a problem for the schools and the Town. It is hundreds of thousands of dollars in arrears. The Finance Committee recommends rejecting this article (vote 1 for and 6 against acceptance) as we feel the School Committee should be addressing this issue by including and managing it in the school budgets, as does Cape Cod Tech, and not leaving it up to the town to include it separately in its operating budget.

Article 15, Wastewater (vote 7-0 for approval). Of critical concern to our entire community is the quality of our waters. Financially, our lakes, ponds and beaches are major elements of our local economy. They are also a large part of what makes Eastham a desirable community to live in. We owe it to ourselves and our families to protect and improve water quality. This article is part of the Town's five year wastewater plan and addresses storm water issues related to Salt Pond, the Nauset Estuary, and Rock Harbor, all critical water bodies in our local environment. It is estimated the debt incurred would cost the average median (\$468,000) household \$7.74 a year or \$193.61 over the 20 years.

Article 20, Zoning, (vote 7-0 for approval). Diversity and quantity of housing types is a major problem for Eastham. We are not able to attract young families nor provide housing for those that work in the community. The current ADU (Accessory Dwelling Unit) bylaw is extremely restrictive, onerous to comply with and consequently has resulted in very few ADU's being developed. This bylaw revision makes ADU's a by right zoning bylaw, simplifies the process to create them, and eliminates a number of restrictions. It will increase/improve the diversity of housing in Eastham.

Article 22 recommends purchase of the Tee Time property (vote 7-0 for approval). The current uncertainty related to the development of this property is a major concern to the community. As one of the last large undeveloped pieces of property in town, it is important that what ends up there is something the town wants (which is currently in jeopardy). The implementation of the Eastham Corridor Special District (DCPC) now makes this an attractive development opportunity and the only way we can assure that we are happy with the end result of development is by owning/controlling it, hence this purchase proposal. It is estimated the debt incurred would cost the average median (\$468,000) household \$15.82 a year or \$409.10 over the 20 years.

Respectfully Submitted,
Gerald Cerasale, Chair
Arthur Autorino, Vice Chair
Fred Guidi
Russ French

Peter Wade
George Deptula
Mary Shaw
Tom Gardner

Rick Knight
Brendan Hamaty, Student Intern

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ARTICLE 1 GREENHEAD FLY CONTROL

To see if the Town will vote to raise and appropriate or transfer from available funds **\$2,200** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:

This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

ARTICLE 2 DEP LIABILITY

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:

All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

ARTICLE 3 NAUSET REGIONAL SCHOOL FUNDING AGREEMENT

To see if the Town will vote to accept the provisions of G. L. C.71, §16B, which would reallocate the sum of member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, for fiscal year 2020; or take any action relative thereto.

By Nauset Regional School Committee

Summary:

This article will apportion the Nauset Regional School Assessments for FY19 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last 10 years by town meeting vote.

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

ARTICLE 4 **SPENDING LIMITS FOR REVOLVING ACCOUNTS**

To see if the Town will set FY20 spending limits for the revolving funds as follows: Recreation – Bottles & Cans **\$10,000**, Home Composting Bin/Recycling **\$1,200**, Vehicular Fuel Sales **\$35,000** and Council on Aging/Lower Cape Adult Day Center **\$12,500**; or take any action relative thereto.

By Board of Selectmen

Summary:

This article is required and sets the maximum amount for each of the revolving funds.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

ARTICLE 5 **VISITORS SERVICES BOARD FUNDING**

To see if the town will vote to appropriate and transfer the sum of **\$12,000** from FY19 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitors Services Board on the following items: Landscaping, lighting, holiday decorations and general improvement on Windmill Green \$3,500, Flower Island support \$500, and Summer concerts \$8,000; or take any action relative thereto.

By Visitor Services Board

Summary:

This is an annual article to fund activities of the Visitors Services Board, which enhance and promote tourism in the Town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

ARTICLE 6 **CHAMBER OF COMMERCE FUNDING**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$18,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

Summary:

Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This year the amount of the grant has been increased \$2,000. It has been level-funded since

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

FY16. This money is used primarily for staff salaries. The Town continues to provide maintenance services and utilities to this town-owned property.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

ARTICLE 7
ELECTED OFFICIALS SALARIES

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	\$ 500
Town Clerk	\$74,686
Selectmen (5) 2,500 each	\$12,500
Total	\$87,656

or take any action relative thereto.

By Elected Officials

Summary:
The salaries for elected officials in this article are level funded with the exception of the Town Clerk.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

ARTICLE 8
PAY PRIOR YEARS BILLS

To see if the Town will vote to transfer and appropriate the sum of \$43,416 to pay FY18 prior year unpaid bill and \$43,389 for the FY19 current year bill for a total of **\$86,805** in order to pay the Tri-Town pension liability for the costs of retirees shared by Eastham, Orleans & Brewster, billed late; or take any action relative thereto.

By Board of Selectmen

Summary:
The three towns of Brewster, Orleans and Eastham are responsible for 50 percent of the annual pension costs for the retirees of the Tri-Town plant. The Barnstable County Retirement Association sent out bills in September of 2018 for the previous fiscal year and fiscal year 2019. This is the first and second year of expenses for these shared retirees and we did not receive notice in time to place this item in the FY19 budget. This article will fund FY18 and FY19 expenses. In FY20 and going forward, the expense will be in the operating budget.

BOARD OF SELECTMEN RECOMMENDATION: 5-0
FINANCE COMMITTEE RECOMMENDATION: 7-0
(4/5ths Majority vote required)

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ARTICLE 9
FY 19 TRANSFERS

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for meeting the remaining expenses for FY19; or take any action relative thereto.

By Board of Selectmen

Summary:

This article authorizes fund transfers to cover anticipated shortfalls in specific line items in current fiscal year funding.

BOARD OF SELECTMEN RECOMMENDATION: *Report at Town Meeting*

FINANCE COMMITTEE RECOMMENDATION: *Report at Town Meeting*
(Majority vote required)

ARTICLE 10
IMPROVE COMMUNICATION FOR ER RESPONSE AT BEACHES

To see if the Town will transfer from free cash and appropriate the sum of **\$75,000** to purchase and install fiber optic cable, radio repeaters and phone call boxes to provide needed communication in case of emergency to Eastham beaches with low or non-existent cellphone signal to improve emergency response to those beaches; and to purchase ER kits, supplies and improved signage; or take any action relative thereto.

By Board of Selectmen

Summary:

The purpose of this article is to make improvements in our communication (radio, cellular, and internet) to be able to respond better to any emergency at the beaches. The town conducted a survey of cellular coverage and found very low or non-existent signal strength on the ocean beaches and at south sunken meadow on the bayside. We would like to address these problems prior to the summer. We also need to make an investment in new signage and other emergency equipment.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0
(4/5ths Majority vote required)

ARTICLE 11
FUND EASTHAM 400 COMMEMORATION COMMITTEE

To see if the Town will transfer from available funds the sum of **\$25,000** to assist the Eastham 400 Commemoration Committee in preparing programs, special events, and other related expenses for the commemoration of the first landing; and further that said funds shall be authorized to be spent by the Board of Selectmen, or to take any action relative thereto.

By Board of Selectmen

Summary:

At Annual Town Meeting 2018 the Town established the Eastham 400 Commemoration Committee. This article allocates funding for the committee to use in planning programs for 2020.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0
(Majority vote required)

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ARTICLE 12 ANNUAL OPERATING BUDGET

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of **\$30,741,731** and further to transfer from the dog receipts reserved (free cash so called) the additional sum of **\$2,500** to the Library, line item 60; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 12 contains the operating expenses for all the municipal departments including all three schools (Eastham Elementary, Cape Cod Regional Technical High School and the Nauset Regional School District). This year the total budget is up by 5.6%, excluding debt, and is a balanced budget. It is within the levy limit of proposition 2 ½ and requires no override. An examination of the various sections of the budget shows increases in some areas and reductions in others, resulting in an overall increase. This year, we have incorporated expenses such as adding to the Town's Stabilization Fund and setting aside funds towards the Town's OPEB liability into the operating budget instead of keeping them as separate articles. This alone results in an increase in the operating budget of \$245,000 towards the Town's reserves and \$83,135 towards the school regional school OPEB contribution. These are in effect, transfers into special savings rather than a traditional expenditure of funds and we believe that this is responsible financial planning for the future. Without this additional amount in the operational budget the general government portion of the budget has an increase of 1.7% from last year. The most dramatic increase in the overall budget is in the debt sector, where the water borrowing, the Tech school, and other approved capital projects have increased our debt principal and interest payment by \$951,413. While expected, this is clearly driving the escalation of budget numbers for the next few years until it levels off in FY24.

Other general government expense reflects the rise in employee retirement expense which rose just under \$200,000 or 13.45%, while employee health costs remained level funded. Public safety budgets are up by \$396,295 or 7.97%, partially due to capital leases being transferred into the operating portion of this budget and partially due to an increase in staffing costs. Health and Human Services increased by \$150,000, however, \$75,000 is landfill testing expenses that were previously in the sanitation budget. The other additions in this section are extra part-time hours for both the Council On Aging and the Health Department, the latter to assist with the rental inspection program. The public works budget has decreased by 2%. The school budgets as a whole reflect an increase of \$ \$225, 771 or a 2.6% increase for this year. In addition, the Nauset Regional High School has requested an additional \$83,135 to contribute to their OPEB liability and we have placed this in a separate line within the operating budget. Altogether, the three schools and OPEB combined produced an overall increase in educational spending of \$308,906 or 3.5% increase for next year.

The budget, as presented, includes the continuation of all programs and services and provides for educational services as requested by all three school departments. The overall goal is to temper the larger increases with corresponding restraint whenever possible in order to keep the overall budget amount stable and within the framework of existing revenues so that programs and services are continued at expected levels for the community.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: See recommendations in following Article 12 detail pages
(Majority vote required)

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ARTICLE 12 FY20 BUDGET

LINE #	GENERAL GOVERNMENT	FY19 APPROVED BUDGET	FY20 SELECTMEN'S BUDGET	\$ CHANGE	% INC/DEC	FIN COMM REC
1	SELECTMEN/TN ADMINISTRATOR OFFICE SALARY	262,192	203,052	(59,140)		7-0
2	SELECTMEN/TOWN ADMINISTRATOR EXPENSE	14,345	18,045	3,700		7-0
3	FINANCE OFFICE	-	-	-		7-0
4	FINANCE OFFICE SALARY	139,345	166,040	26,695		7-0
5	RESERVE FUND	95,000	340,000	245,000		7-0
6	TOWN ACCOUNTANT OFFICE SALARY	159,261	143,604	(15,657)		7-0
7	TOWN ACCOUNTANT EXPENSE	41,320	45,640	4,320		7-0
8	ASSESSOR OFFICE SALARY	182,060	179,676	(2,384)		7-0
9	ASSESSOR EXPENSE	40,045	40,885	840		7-0
10	ASSESSOR EXPENSE CAPITAL	6,897	-	(6,897)		7-0
11	TREASURER/COLLECTOR OFFICE SALARY	197,359	205,142	7,783		7-0
12	TREASURER/COLLECTOR EXPENSE	11,420	13,420	2,000		7-0
13	LEGAL SERVICES EXPENSE	80,000	80,000	-		7-0
14	IT DEPARTMENT SALARY	148,382	123,640	(24,742)		7-0
15	IT DEPARTMENT EXPENSE	149,632	182,728	33,096		7-0
16	TAX TITLE EXPENSE	7,000	10,000	3,000		7-0
17	CENTRAL PURCHASING SUPPLY & SERVICE	112,000	117,788	5,788		7-0
18	TOWN CLERK/ELECTIONS OFFICE SALARY	106,262	114,354	8,092		7-0
19	TOWN CLERK/ELECTIONS EXPENSE	10,515	10,515	-		7-0
20	NATURAL RESOURCES/CONSERVATION SALARY	362,749	399,747	36,998		7-0
21	NATURAL RESOURCES/CONSERVATION EXPENSE	29,665	29,665	-		7-0
22	NATURAL RESOURCES/CONSERVATION CAPITAL	14,571	14,571	-		7-0
23	ENVIRONMENTAL PLANNING/ HOUSING/GIS	101,576	106,718	5,142		7-0
24	ENVIRONMENTAL PLNG/ HSG/GIS EXPENSE	4,365	5,045	680		7-0
25	ENERGY FUELS EXPENSE	275,240	288,854	13,614		7-0
26	ENGINEERING & SUPPORT SERVICES EXPENSE	20,000	20,000	-		7-0
		\$ 2,571,202	\$ 2,859,130	\$ 287,928	11.20%	
	PUBLIC SAFETY & INSPECTIONAL SERVICES					
27	POLICE SALARY	1,700,744	1,777,552	76,808		7-0
28	POLICE EXPENSE	176,868	183,436	6,568		7-0
29	POLICE CAPITAL	-	14,241	14,241		7-0
30	FIRE SALARY	2,213,503	2,386,749	173,246		7-0
31	FIRE EXPENSE	165,239	185,289	20,050		7-0
32	FIRE CAPITAL EXPENSE	30,453	155,130	124,677		7-0
33	DISPATCHING SALARY	372,757	387,515	14,758		7-0
34	DISPATCHING EXPENSE	2,700	2,700	-		7-0

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

35	BUILDING/PLUMB/ELEC INSPECTION SALARY	289,065	259,584	(29,481)	7-0
36	BUILDING INSPECTION EXPENSE	5,830	7,255	1,425	7-0
37	BUILDING INSPECTION CAPITAL	6,897	-	(6,897)	7-0
38	EMERGENCY MANAGEMENT EXPENSE (CIVIL DEFENSE)	100	1,000	900	7-0
39	TREE WARDEN EXPENSE/DUTCH ELM/INSECT PEST	7,590	7,590	-	7-0
		\$ 4,971,746	\$ 5,368,041	\$ 396,295 7.97%	
EDUCATIONAL SERVICES					
40	EASTHAM ELEMENTARY SCHOOL OPERATIONS	3,587,473	3,677,160	89,687	7-0
41	EASTHAM ELEMENTARY SCHOOL ENCUMBRANCES	-	-	-	7-0
42	NAUSET REGIONAL MIDDLE SCHOOL OPERATING	1,249,425	1,281,995	32,570	7-0
43	NAUSET REGIONAL HIGH SCHOOL OPERATING	1,793,324	1,831,686	38,362	7-0
44	NAUSET REGIONAL REGION ONLY EXPENSES	1,436,312	1,476,735	40,423	7-0
45	NAUSET REGIONAL CENTRAL OFFICE	161,732	167,469	5,737	7-0
46	NAUSET REGION DEBT ASSESSMENT	51,400	54,698	3,298	7-0
47	NAUSET REGION CAPITAL ASSESSMENT	107,880	110,643	2,763	7-0
48	NAUSET REGION OPEB FUNDING	-	83,135	83,135	1-6
49	CAPE COD REGIONAL TECHNICAL SCHOOL OPERATING	454,819	467,750	12,931	7-0
50	CAPE COD REGIONAL TECHNICAL SCHOOL CAPITAL	-	-	-	7-0
		\$ 8,842,365	\$ 9,151,271	\$ 308,906 3.49%	
PUBLIC WORKS & SANITATION					
51	GENERAL MAINTENANCE SALARY	554,504	625,297	70,793	7-0
52	GENERAL MAINTENANCE EXPENSE	169,587	170,007	420	7-0
53	GENERAL MAINTENANCE CAPITAL	118,865	103,865	(15,000)	7-0
54	MUNICIPAL BUILDINGS SALARY	117,114	96,907	(20,207)	7-0
55	MUNICIPAL BUILDINGS EXPENSE	77,323	77,323	-	7-0
56	SNOW & SANDING EXPENDITURES	83,132	83,104	(28)	7-0
57	STREET LIGHTING EXPENSE	7,600	7,600	-	7-0
58	WASTE COLLECTION & DISPOSAL SALARY	221,854	208,562	(13,292)	7-0
59	WASTE COLLECTION & DISPOSAL EXPENSE	587,684	479,350	(108,334)	7-0
60	WATER OPERATIONS SALARY	50,869	86,906	36,037	7-0
61	WATER OPERATIONS EXPENSE	290,000	290,000	-	7-0
		\$ 2,278,531	\$ 2,228,920	\$ (49,611) -2.18%	
HEALTH & HUMAN SERVICES					
62	VETERANS' GRAVE OFFICER	75	75	-	7-0
63	PUBLIC HEALTH SALARY	203,363	233,597	30,234	7-0
64	PUBLIC HEALTH EXPENSE	25,620	101,380	75,760	7-0
65	INSPECTION OF ANIMALS EXPENSE	250	7,750	7,500	7-0
66	COUNCIL ON AGING SALARIES	242,790	271,715	28,925	7-0
67	COUNCIL ON AGING EXPENSE	26,824	31,426	4,602	7-0
68	COUNCIL ON AGING CAPITAL	-	-	-	7-0

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

69	VETERANS' SERVICES - EXPENSE	20,053	20,400	347	7-0
70	VETERANS' SERVICES - BENEFITS	17,000	17,000	-	7-0
71	HUMAN SERVICES AGENCIES	97,800	99,600	1,800	7-0
		\$ 633,775	\$ 782,943	\$ 149,168 23.54%	
	CULTURE & RECREATION				
72	LIBRARY SALARY	338,123	381,077	42,954	6-0-1
73	LIBRARY EXPENSE	125,230	119,801	(5,429)	6-0-1
74	BEACH & RECREATION SALARY	336,939	355,192	18,254	6-0-1
75	BEACH & RECREATION EXPENSE	86,722	86,962	240	6-0-1
76	BEACH & RECREATION CAPITAL	5,095	5,095	-	6-0-1
		\$ 892,109	\$ 948,127	\$ 56,019 6.28%	
	DEBT AND BANKING SERVICES				
77	LIBRARY BOND	225,000	225,000	-	7-0
78	INTEREST EXPENSE (LONG/SHORT TERM)	1,343,000	1,802,152	459,152	7-0
79	TAX ANTICIPATION NOTES/BANS	10,000	10,000	-	7-0
80	SEPTIC BETTERMENT LOANS	20,400	20,400	-	7-0
81	PURCELL LAND PURCHASE	50,000	50,000	-	7-0
82	EASTHAM ELEMENTARY SCHOOL RENOVATION	390,000	390,000	-	7-0
83	MUNICIPAL WATER - GENERAL OBLIGATION BOND (1)	395,000	390,000	(5,000)	7-0
84	MUNICIPAL WATER - GENERAL OBLIGATION BOND (2)	113,000	117,000	4,000	7-0
85	MCWT (DW-15-01)	592,000	606,280	14,280	7-0
86	MCWT (DW-15-01-A)	54,000	54,513	513	7-0
87	MCWT (DW-16-02)	240,000	246,070	6,070	7-0
88	MCWT (DW-16-16)	-	89,913	89,913	7-0
89	MCWT (DW-17-01)	-	-	-	7-0
90	MUNICIPAL WATER USDA (1)	26,000	28,231	2,231	7-0
91	TOWN GO BOND (TRI-TOWN, POLICE RENO, ROCK HARBOR)	-	190,000	190,000	7-0
92	CAPE COD TECH SCHOOL	-	113,281	113,281	7-0
93	ROCK HARBOR - GENERAL OBLIGATION BONDS	72,000	73,000	1,000	7-0
94	BANK AGENT PAYING FEES & CHARGES	76,000	151,973	75,973	7-0
		\$ 3,606,400	\$ 4,557,813	\$ 951,413 26.38%	
	OTHER EXPENSES (GENERAL GOVERNMENT)				
95	EMPLOYEE BENEFITS/TRAINING	16,500	16,850	350	7-0
96	BARN. COUNTY RETIREMENT ASSESSMENT	1,559,905	1,769,636	209,731	7-0
97	TOWN INSURANCE - UNEMPLOYMENT EXPENSE	20,000	20,000	-	7-0
98	TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH	2,635,794	2,661,500	25,706	7-0
99	TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB)	366,500	377,500	11,000	7-0
		\$ 4,598,699	\$ 4,845,486	\$ 246,787 5.37%	
	TOTAL	\$ 28,394,826	\$ 30,741,731	\$ 2,346,905 8.27%	

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ARTICLE 13 ANNUAL CAPITAL ACQUISITION ARTICLE

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$842,500** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 13 represents the Capital Plan for the coming year, covering all departments and the Eastham Elementary School and includes vehicles, technology upgrades, and improvements to municipal buildings. Each year town departments, including the elementary school, work with the Town Administrator and Finance Director to prioritize items from the five-year plan, and recommend them for funding in the current budget cycle. Article 13 details the capital needs for the coming year and is the acquisition article for those items. The plan as presented continues our investment in improving IT services, replaces vehicles, provides necessary maintenance to town buildings, and continues the Town's investment in finding wastewater solutions for the continued health of our local bodies of water.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

FY20 CAPITAL ARTICLE

ARTICLE 13

ITEM	DEPARTMENT/CAPITAL ITEM	FY20 BUDGET	FUNDING SOURCE
INFORMATION TECHNOLOGY			
1	COMPUTER HARDWARE/SOFTWARE (INC. FINANCIAL SOFTWARE UPGRADES)	\$55,000	F
2	WIRELESS UPGRADE TOWN HALL	\$6,000	F
3	SOFTWARE UPGRADES/CLOUD APPLICATIONS	\$25,000	F
LIBRARY			
4	UPGRADE 6 PUBLIC PCs (50% OF THE COST)	\$5,000	F
5	UPGRADE CIRCULATION PCs (50% OF THE COST)	\$5,000	F
6	UPGRADE STAFF PCs (50% OF THE COST)	\$5,000	F
7	UPGRADE CHILDREN STAFF PCs (50% OF THE COST)	\$5,000	F
8	UPDATE WIRELESS ACCESS POINTS & NETWORK EQUIPMENT	\$5,000	F
VIDEO SERVICES			
9	UPGRADE OF BROADCAST PIX SYSTEM (FROM ANALOG TO DIGITAL)	\$50,000	SF
SUBTOTAL		\$161,000	
ALL MUNICIPAL BUILDINGS			
10	PROJECT CONTINGENCY: MAJOR REPAIRS, PAINTING ETC.	\$50,000	F
TOWN HALL			
11	MECHANICAL SYSTEMS OVERHAUL	\$100,000	F

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

COA			
12	REMOVE GAZEBO	\$6,000	F
13	PAINTING	\$5,000	F
FIRE			
14	BUILDING REPAIRS & MAINT	\$10,000	F
15	HEAT/COOL MECHANICAL SYSTEMS OVERHAUL	\$90,000	F
DPW			
16	COPIER	\$5,000	F
17	INFO/WINDMILL/CEMETARIES/BACKET PORTABLES	\$7,000	F
SUBTOTAL		\$273,000	
SCHOOL			
18	COMPUTER HARDWARE	\$25,000	F
19	PHONE SYSTEM UPGRADE	\$70,000	F
20	ROUTINE PAINTING ROTATION	\$5,000	F
SUBTOTAL		\$100,000	
BEACHES/RECREATION			
21	UPGRADE/ADA BATH HOUSES	\$20,000	F
22	BEACH SHACK REPLACEMENTS	\$9,000	F
SUBTOTAL		\$29,000	
DPW			
23	ORDINARY ROAD M&R (NOT CHAP 90)	\$50,000	F
24	RECYCLING COMPACTOR	\$40,000	F
25	STORM DRAIN IMPROVEMENTS	\$20,000	F
26	MOWER REPLACEMENTS	\$20,000	F
27	TRANSFER STATION TRUCK	\$40,000	F
SUBTOTAL		\$170,000	
POLICE			
28	UNMARKED ADMIN VEHICLE - 4X4 (3YR LEASE)	\$14,500	F
29	CRUISERS (2)	\$72,000	T
30	REPLACE BULLET PROOF VESTS	\$20,000	F
SUBTOTAL		\$106,500	
FIRE			
31	AIR PACKS	\$10,000	A
32	REPLACE GAS METER & FIRE SUPPRESSION FOAM	\$10,000	A
33	RADIO REPLACEMENTS	\$35,000	T
RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT			
34	SPECIALTY GEAR	\$10,000	A
35	FIRE HOSE	\$20,000	A
SUBTOTAL		\$85,000	
MISC			
36	COASTAL EROSION PLANNING	\$25,000	SF
37	FRESH WATER POND STUDIES & REMEDIATION	\$100,000	D

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

38	WASTE WATER/208 SOLUTIONS/POND REMEDIATION (DEBT EXCLUSIONS)	\$850,000	D
	SUBTOTAL	\$975,000	
	TOTAL CAPITAL EXPENSES	\$1,899,500	
	(KEY)		
	F = FREE CASH	717,500	
	SF = SPECIAL FUND (50K CABLE, 50K CPA, 25K LAND)	75,000	
	A = AMBULANCE RECEIPTS	50,000	
	T = TAX LEVY	107,000	
	D = CAPITAL DEBT EXCLUSION	950,000	
	TOTAL	1,899,500	

ARTICLE 14 FIVE-YEAR CAPITAL PLAN

To see if the Town will, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY19-FY23 as printed below; or take any action relative thereto.

By Board of Selectmen

Summary:

The five-year Capital Plan, covering all departments and the Eastham Elementary School, includes vehicles, technology upgrades, and improvements to municipal buildings. Each year town departments, including the elementary school, submit items for inclusion on the five-year plan, which are reviewed and placed on the plan. The current year's plan for capital expenditures is called the acquisition article and is shown as Article 13. Article 13 represents the items the town will purchase or invest in for the coming fiscal year. Article 14 details the current five-year plan and includes such items as: technology, radio & equipment replacements, wastewater planning and implementation expenses, vehicle replacements that come due for town departments, large maintenance items for town buildings such as replacing HVAC systems or roofs, road maintenance, and cloud-based software improvements. Some new items that have been placed on the plan for future years include a ladder truck for the Fire Department, possible upgrades to the Council on Aging building and the DPW building and expenses anticipated for wastewater mitigation. All amounts and items shown in the five-year capital improvement plan are estimates and subject to review, refinement, additions, and deletions at each town meeting where the plan is authorized.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

FIVE YEAR CAPITAL PLAN (FY20-FY25)

DEPARTMENT/CAPITAL ITEM		FY20	FY21	FY22	FY23	FY24	FY25
INFORMATION TECHNOLOGY							
1	COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$55,000 F		\$25,000 F			
2	SERVER UPGRADES/NETWORK ENHANCEMENTS		\$16,000 F		\$15,000 F	\$25,000 F	\$16,000 F
3	FIBER OPTIC CABLE/OPEN CAFE CONNECTION			\$10,000 F			
4	VIDEO EQUIPMENT UPGRADES/ORBITAL CAMERAS		\$5,000 CT		\$5,000 CT		\$5,000 CT
5	VIDEO EQUIPMENT UPGRADES/STATION			\$20,000 F			\$20,000 F
6	REPLACE PLOTTERS/SCANNERS			\$10,000 F		\$8,000 F	\$12,000 F
7	MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENTS		\$5,000 F		\$5,000 F		\$5,000 F
8	WIRELESS UPGRADE TOWN HALL	\$6,000 F					
9	SOFTWARE UPGRADES/CLOUD APPLICATIONS	\$25,000 F	\$25,000 F		\$25,000 F		
LIBRARY REQUESTS							
10	UPGRADE 6 PUBLIC PCs (65% OF THE COST)	\$5,000 F				\$5,000 F	
11	UPGRADE CIRCULATION PCs (65% OF THE COST)	\$5,000 F				\$5,000 F	
12	UPGRADE CHILDREN'S PCs (65% OF THE COST)	\$5,000 F				\$5,000 F	
13	UPGRADE CHILDREN STAFF PCs (65% OF THE COST)	\$5,000 F				\$5,000 F	
14	UPGRADE WIRELESS ACCESS POINTS & NETWORK EQUIPMENT	\$5,000 F				\$5,000 F	
TOWN VIDEO SERVICES							
15	UPGRADE OF BROADCAST TV SYSTEM (FROM ANALOG TO DIGITAL)	\$50,000 CT					
16	UPGRADE OF PA SYSTEM IN EARLE ROOM & SMALL MTG ROOM	\$3,500 F	\$3,500 F				
17	75" SMART MONITOR FOR SMALL MEETING ROOM	\$6,000 F	\$6,000 F				
	SUBTOTAL	\$95,100	\$69,500	\$57,000	\$50,000	\$78,000	\$57,000
COA/ADULT DAYCARE							
18	VAN REPLACEMENT	\$0	\$10,000 FH/ST	\$0	\$10,000 FH/ST	\$0	\$10,000 FH/ST
	SUBTOTAL	\$0	\$10,000	\$0	\$10,000	\$0	\$10,000
ASSESSING/INSPECTION VEHICLES							
19	DATA COLLECTION VEHICLE (3YR LEASE)					\$10,000 F	\$10,000 F
20	PANWER INSPECTOR VEHICLE (3YR LEASE)					\$10,000 F	\$10,000 F
	SUBTOTAL	\$0	\$0	\$0	\$20,000	\$20,000	\$20,000
NATURAL RESOURCES							
21	4X4 PICK UP TRUCK		\$36,000 F				
22	TRAILER FOR VARIOUS LOCATIONS				\$36,000 F		\$36,000 F
23	BOAT MOTOR 20HP/40HP		\$8,000 F		\$50,000 F		
24	EQUIPMENT CHAINSAWS/PRESSURE WASHER		\$2,500 F				
25	HERRING RUN GATE & IMPROVEMENTS		\$2,000 F				
26	TRAILER FOR CAROLINA SKIFF			\$25,000 F			
27	PORTABLE GPS		\$2,500 F				
28	TRAILER FOR TRAILER REPLACEMENT			\$1,500 F			
29	GRANT MATCH - HARBOR MANAGEMENT PLAN		\$8,000 F				
30	TOWALANDINGS (ENGINEERING & PERMITTING SERVICES)		\$20,000 F				
	SUBTOTAL	\$0	\$104,000	\$32,500	\$86,000	\$0	\$38,000
HARBOR IMPROVEMENTS							
31	DREDGE ROCK/HARBOR ROCK/HARBOR IMPROVEMENTS						
	SUBTOTAL	\$0	\$0	\$0	\$0	\$2,500,000 D	\$0

M MUNICIPAL BUILDINGS EQUIPMENT									
32	VACUUM/CARPET CLEANERS/LADDERS					\$2,000 F			\$2,000 F
33	VAN REPLACEMENT						\$32,250 F		\$32,250 F
34	CURBSIDE METER					\$1,000 F		\$20,000 F	
35	FLOOR WASHES/DIY BLOWER					\$3,400 F		\$32,250 F	\$34,250 F
	SUBTOTAL		\$0					\$20,000	\$0
M MUNICIPAL BUILDINGS IMPROVEMENTS									
ALL BUILDINGS									
36	PROJECT CONTINGENCY/MAJOR REPAIRS, PAINTING ETC.		\$50,000 F			\$75,000 F		\$75,000 F	\$75,000 F
TOWN HALL									
37	GREEN ENERGY ENHANCEMENTS					\$55,000 F		\$45,000 F	\$45,000 F
38	REPLACE EXISTING OVERHAUL		\$10,000 F			\$20,000 F			\$20,000 F
39	REPLACE VAVT A/C UNITS					\$10,000 F			\$10,000 F
40	REPLACE CIRCULATOR PUMPS					\$10,000 F			\$10,000 F
41	REPLACE HOT WATER TANK					\$50,000 F			\$50,000 F
42	REPLACE EXISTING A/C UNITS					\$50,000 F			\$50,000 F
43	REPLACE REPAIR ROOF					\$5,500 F			\$5,500 F
44	FURNISHINGS								
INFORMILL									
45	WINDMILL/NOVACIENT CEMENTS/BRACKET PORTABLES		\$7,000 F						
COA									
46	REPLACE A/C UNIT (2ND UNIT)					\$8,000 F			\$8,000 F
47	REPLACE EXISTING OVERHAUL					\$10,000 F			\$10,000 F
48	REPLACE APPLIANCES					\$10,000 F			\$10,000 F
49	REPLACE CARPETING					\$10,000 F			\$10,000 F
50	REMOVE GAZEBO (DP-W)		\$6,000 F						
51	RENOVATION/REPLACE HEAT/AC/SENIOR CENTER						\$3,000,000 D		
52	COGROU/REPAIR					\$5,000 F			\$5,000 F
53	INTERIOR EXTERIOR PAINTING REPAIRS		\$5,000 F						
DPW/NR									
54	REPAIR REPLACEMENT					\$5,000 F			\$5,000 F
55	ABOVE HEATING SYSTEM OVERHAUL/REPLACE		\$5,000 F			\$10,000 F			\$10,000 F
56	EXTERIOR MAINTENANCE- STUCCO DPW/BLDG					\$25,000 F			\$25,000 F
57	EXP-AND DPW/GARAGE SPACE/INTERIOR RENOVATION					\$15,000 F		\$20,000 F	\$35,000 F
58	NR BLDG PAINT EXTERIOR							\$15,000 F	\$15,000 F
POLICE									
59	REPLACE HOT WATER TANK					\$3,000 F			\$3,000 F
60	REPLACE 2 OF 4 AIR HANDLING UNITS					\$50,000 F		\$10,000 F	\$60,000 F
61	INTERIOR EXTERIOR PAINTING								
FIRE									
62	BUILDING MAINTENANCE (VARIOUS ITEMS)		\$10,000 F			\$20,000 A			\$30,000 F
63	REPAIR EXISTING OVERHAUL					\$50,000 F			\$50,000 F
64	HEATING/COOLING MECHANICAL SYSTEM OVERHAUL		\$50,000 F			\$60,000 A			\$110,000 A
65	REPLACE ROOF							\$40,000 A	\$40,000 A
66	INTERIOR FINISHES								
67	DIESEL EXHAUST APPARATUS					\$30,000 A			\$30,000 A
LIBRARY									
68	NEW BUILDING MAINTENANCE (5-YEARS OLD)								
69	GENERATOR CIRCUITS					\$20,000 F		\$45,000 F	\$65,000 F
	SUBTOTAL		\$275,000			\$1,695,500		\$3,271,000	\$5,050,000

SCHOOL									
70	ROUTINE PAINTING/ROTATION	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F	\$5,000 F
71	REPLACE PLAYGROUND/BASKETBALL COURT SURFACE			\$5,000 F					
72	GROUND MAINTENANCE - DRAINAGE/FENCING			\$2,000 F					
73	PAINTING/REPAIRS (VARIOUS LOCATIONS)			\$2,000 F					
74	COMPUTER HARDWARE REPLACEMENT/UPGRADES	\$25,000 F		\$25,000 F					
75	BUILDING MAINTENANCE IMPROVEMENTS			\$25,000 F					
76	SEPTIC IMPROVEMENTS			\$50,000 F					
77	PHONE SYSTEM UPGRADE	\$70,000 F							
78	SOUND PROOF CATERING ROOM								
79	PAINTING/REPAIRS (VARIOUS LOCATIONS)			\$3,000 F					
80	GYM ELECTRIC BACKSTOP			\$3,000 F					
81	PORTABLE WIRELESS SOUND SYSTEM								
82	PORTABLE SLIDE OUT STAGE IN GYM								
83	CAFE FLOOR EPOXY			\$5,000 F					
84	PAINTING/REPAIRS (VARIOUS LOCATIONS)			\$7,000 F					
85	ATTENTION BOARD REPLACEMENT			\$20,000 F					
86	REPLACE CARPET MUSIC LIBRARY ROOM			\$4,000 F					
87	REPLACE UP GRADE CLOCK - COMPUTERIZED			\$7,000 F					
88	HVAC OVERHAUL/REPLACE			\$20,000 F					
89	INDOOR OUTDOOR LIGHTING REPLACEMENT			\$1,000 F					
90	PAINTING/REPAIRS (VARIOUS LOCATIONS)			\$1,000 F					
91	KITCHEN REFRIGERATOR REPLACEMENT			\$40,000 F					
92	GENERATOR			\$72,000 F					
	SUBTOTAL	\$100,000	\$101,500	\$138,000	\$138,000	\$40,000 F	\$56,000	\$56,000	\$5,000
BEACHES/RECREATION									
93	PAINTING/REPAIRS (VARIOUS LOCATIONS)								
94	PARKING LOT REPAIRS (VARIOUS LOCATIONS)	\$20,000 F		\$10,000 F					
95	ADA BEACH CHAIR			\$3,500 F					
96	4X2 TRUCK			\$32,000 F					
97	BEACHES/RECREATION (VARIOUS LOCATIONS)								
98	BEACHES/RECREATION (VARIOUS LOCATIONS)								
99	BEACHES/RECREATION (VARIOUS LOCATIONS)								
100	BEACH GATE SHACKS	\$19,000 F							
101	VALKOVAYS/DUNE MAIN FENCING/MOBIL MAT EXTEND			\$20,000 F					
102	OUTDOOR SHOWERS @ WILEY PARK/COOKS BROOK, ETC			\$50,000 F					
103	IRRIGATION SYSTEM MAINTENANCE/REPAIR			\$7,000 F					
104	COLOR COPIER			\$7,000 F					
	SUBTOTAL	\$25,000	\$119,500	\$55,000	\$55,000	\$445,000	\$77,000	\$77,000	\$0
DPW									
105	PUBLIC ROADS MAINTENANCE (NOT CH 90)			\$10,000 F					
106	STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENTS	\$50,000 F		\$10,000 F					
107	STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENTS	\$20,000 F		\$25,000 F					
108	PARKING LOT MAINTENANCE			\$26,865 F					
	SUBTOTAL	\$70,000	\$35,865	\$26,865	\$26,865	\$26,865	\$26,865	\$26,865	\$20,000 F
HIGHWAY - EQUIPMENT MAINTENANCE & UPGRADES									
109	TRUCKS (24 MOTORS)			\$20,000 F					
110	LOADER REPLACEMENT			\$40,000 F					
111	VARIOUS EQUIPMENT UPGRADES (DUE TO AGE)								
HIGHWAY - FLEET MAINTENANCE & UPGRADES									
112	TRUCK BODY SYSTEM AND UNITS			\$10,000 F					
113	VARIOUS EQUIPMENT UPGRADES (DUE TO AGE)			\$100,000 F					
	SUBTOTAL	\$10,000	\$100,000	\$40,000 F	\$40,000 F	\$40,000 F	\$40,000 F	\$40,000 F	\$40,000 F

TRANSFER STATION - EQUIPMENT MAINTENANCE & UPGRADES									
114	REPLACE/UPGRADE RECYCLING COMPACTOR	\$40,000 F							
115	NEW TRASH TRAILERS		\$50,000 F				\$40,000 F		\$40,000 F
116	CONTAINER MAINTENANCE & UPGRADES		\$0,000 F				\$0,000 F		
TRANSFER STATION - FLEET MAINTENANCE & UPGRADES									
117	ROLL OFF TRUCK REPLACEMENT (5 YR. LEASE)		\$40,000 F				\$40,000 F		\$40,000 F
118	TRACTOR TRAILER REPLACEMENT (5 YR. LEASE)		\$50,000 F				\$50,000 F		\$50,000 F
119	PICKUP TRUCK REPLACEMENT (5 YR. LEASE)						\$0,000 F		\$0,000 F
120	SNOW & ICE - EQUIPMENT MAINTENANCE & UPGRADES								
	SANDERS		\$5,000 F				\$7,000 F		
	SUBTOTAL	\$70,000	\$220,585				\$325,155		\$295,000
POLICE									
121	DEFIBRILLATORS REPLACEMENT								
122	UNMARKED ADMIN VEHICLE 4X4 (3 YR. LEASE)		\$7,000 F						
123	CHUISER		\$4,500 F				\$5,000 F		\$5,250 F
124	CHUISER		\$38,000 T				\$37,000 T		\$38,000 T
125	REPLACE (800MHZ) PORTABLE RADIOS DISPATCH CONSOLES		\$30,000 T				\$37,000 T		\$38,000 T
126	LAP TOP COMPUTER IN CAR REPLACEMENT (4)		\$5,000 F				\$5,000 F		\$5,000 F
127	BULLET PROOF VEST REPLACEMENT (ALL)		\$20,000 F				\$25,000 F		\$25,000 F
128	NEW SPEED TRAILER						\$8,000 F		\$8,000 F
129	NEW SPEED TRAILER						\$8,000 F		\$8,000 F
130	DIGITAL VIDEO FOR GRADE REPLACEMENT						\$40,000 F		\$40,000 F
131	DIGITAL VIDEO FOR CRUISERS								
132	TASER REPLACEMENTS		\$6,000 F						
133	HANDGUN REPLACEMENT								
134	BUILDING VIDEO SURVEILLANCE EQUIP UPGRADE		\$20,000 F						
135	PORTABLE VIDEO						\$80,202 F		\$80,202 F
136	PORTABLE VIDEO (HANDY USE)		\$8,000 F						
137	BUILDING RENOVATION IN MUNICIPAL BUILDINGS								
	SUBTOTAL	\$205,500	\$655,186				\$452,202		\$406,000
FIRE									
137	REPLACE AMBULANCE (CHG BUY TWO SAME TIME 3 YR. LEASE)						\$250,000 A		\$250,000 A
138	REPLACE AMBULANCE (CHG BUY TWO SAME TIME 3 YR. LEASE)						\$250,000 A		\$250,000 A
139	SQUAD REPLACEMENT (TRUCK 60)		\$225,000 A				\$240,000 A		\$240,000 A
140	MARINE RESPONSE BOAT (AND EQUIPMENT)						\$60,000 A		\$60,000 A
141	ADMINISTRATIVE VEHICLE (DEPUTY CHIEF) REPLACE 2 @ 40K EA						\$34,000 A		\$34,000 A
142	UPGRADE/REPLACE AIR PACKS - 45L		\$0,000 A				\$10,000 A		\$10,000 A
143	UPGRADE/REPLACE AIR PACKS - 45L		\$35,000 T						
144	UPGRADE AND REPLACE TURNOUT GEAR (AS NEEDED)						\$30,000 A		\$30,000 A
145	HYDRANT SYS SPECIAL EQUIPMENT		\$0,000 A						
146	REPLACE GAS METER		\$5,000 A				\$5,000 A		\$5,000 A
147	COMPUTER SOFTWARE ENHANCEMENTS		\$20,000 A				\$20,000 A		\$20,000 A
148	MOBILE DESKTOP COMPUTER HARDWARE ENHANCEMENT/ADDS						\$20,000 A		\$20,000 A
149	FIRE SUPPRESSOR UPGRADES/REPLACEMENT/FOAM		\$5,000 A				\$5,000 A		\$5,000 A
RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT									
150	RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT		\$86,000 A						
151	PARAMEDIC MONITOR (S/DEFIBRILLATORS/AD)		\$50,000 A				\$5,000 A		\$5,000 A
152	SPECIALTY GEAR		\$0,000 A				\$38,000 A		\$38,000 A
153	RADIO REPLACEMENT/UPGRADES						\$20,000 A		\$20,000 A
154	FIRE HOSE (VARIOUS SIZES) CONTINUOUS REPLACEMENT		\$20,000 A				\$20,000 A		\$20,000 A
155	REPLACE ENGINE PUMPER (5 YR. LEASE)								
	SUBTOTAL	\$85,000	\$238,000				\$622,000		\$690,000

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

ARTICLE 15
WASTEWATER CAPITAL FUNDING

To see if the Town will vote to raise and appropriate, borrow and/or transfer from available funds the sum of **\$950,000** for costs associated with continuation of the wastewater engineering and study for traditional and non-traditional systems for watershed protection of Salt Pond and the Nauset Estuary/Town Cove, working towards a Targeted Watershed Management Plan, including all costs incidental and related thereto; and further that such appropriation shall not take effect until after a positive vote to exempt from the limitation on taxes under G.L. c 59 S 21C, proposition 2 ½ so called; or take any action relative thereto.

By Board of Selectmen

Summary:

The Town has developed a five-year plan to address continuing wastewater needs and planning to comply with the Barnstable County 208 plan. The plan identifies the need for denitrification of our resource areas (Salt Pond, Nauset Estuary, Rock Harbor) and ponds. This is year two of the plan and continues to address stormwater issues in two areas, includes the construction of a permeable reactive barrier for the Nauset Road side of Salt Pond, a shellfish demonstration project, and the initial design of a traditional sewer system. We hope to work closely with the Town of Orleans in this next phase to address our shared waterbodies of Town Cove and Rock Harbor. The scope of services will target the development of a Targeted Watershed Management Plan (TWMP) which is necessary to qualify for funding assistance and for regulatory compliance.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(2/3rds Majority vote required)

ARTICLE 16
GENERAL BYLAW – DELINQUENT TAXPAYERS

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham General Bylaw **ARTICLE I, CHAPTER 90, Delinquent Taxpayers**, with underlined text to be inserted and ~~striketrough~~ text to be deleted, as follows:

§ 90-1 Authority to deny license or permit.

In accordance with the provisions of MGL, c. 40, § 57, as amended, the Town may deny any application for, or revoke or suspend a building permit, or any local license or permit, including renewals and transfers, issued by any board, officer, department for any person, corporation or business enterprise who has neglected or refused to pay any local taxes, fees, assessments, betterments or any other municipal charges, including amounts assessed under the provisions of MGL c. 40, § 21D, or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate whose owner has neglected to pay any local taxes, fees, assessments, betterments or any other municipal charges.

§ 90-2 List of delinquent taxpayers.

The tax collector or other municipal official responsible for records of all municipal taxes, assessments, betterments and other municipal charges, hereinafter referred to as the "tax collector," shall annually and may periodically, furnish to each department, board, commission or division, hereinafter referred to as the "licensing authority," that issues licenses or permits, including renewals and transfers, a list of any person, corporation or business enterprise, hereinafter referred to as the "party," that has neglected or refused to

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pay any local taxes, fees, assessments, betterments or other municipal charges ~~for not less than a twelve-month period~~, and that such party has not filed in good faith a pending application for an abatement of such tax or pending petition before the Appellate Tax Board.

§ 90-3 Denial, revocation or suspension of license or permit.

The licensing authority may deny, revoke or suspend any license or permit which it has the authority to issue, including renewals and transfers, of any party whose name appears on said list furnished to the licensing authority from the tax collector or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate owned by any party whose name appears on said list furnished to the licensing authority from the tax collector; provided, however, that written notice is given to the party and the tax collector as required by applicable provisions of law and the party is given a hearing, to be held not earlier than 14 days after said notice. Said list shall be prima facie evidence for denial, revocation or suspension of said license or permit to any party. The tax collector shall have the right to intervene in any hearing conducted with respect to such license denial, revocation or suspension. Any findings made by the licensing authority with respect to such license denial, revocation or suspension shall be made only for the purpose of such proceeding and shall not be relevant to or introduced in any other proceeding at law, except for any appeal from such license denial, revocation or suspension. Any license or permit denied, suspended or revoked under this bylaw shall not be reissued or renewed until the licensing authority receives a certificate issued by the tax collector that the party is in good standing with respect to any and all local taxes, fees, assessments, betterments or other municipal charges, payable to the municipality as the date of issuance of said certificate.

§ 90-4 Payment agreements.

Any party shall be given an opportunity to enter into a payment agreement, thereby allowing the licensing authority to issue a certificate indicating said limitations to the license or permit, and the validity of said license shall be conditioned upon the satisfactory compliance with said agreement. Failure to comply with said agreement shall be grounds for the suspension or revocation of said license or permit; provided, however, that the holder be given notice and a hearing as required by applicable provisions of law.

§ 90-5 Waivers.

The Board of Selectmen may waive such denial, suspension or revocation if it finds that there is no direct or indirect business interest by the property owner, its officers or stockholders, if any, or members of his immediate family, as defined in MGL c. 268A, § 1, in the business or activity conducted in or on said property.

§ 90-6 Exemptions.

As limited by MGL c. 40, § 57, this bylaw shall not apply to licenses and permits for the following: open burning, bicycles permits, sales of articles for charitable purposes, children work permits, clubs and associations dispensing food or beverage, dog licenses, fishing, hunting, trapping licenses, marriage licenses, and theatrical events, public exhibition permits.

or take any action relative thereto.

By Board of Selectmen

Summary

This article updates a Town bylaw that has been in place since 2009. The Municipal Modernization Act of 2016 requires an amendment to the existing bylaw.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: *Report at Town Meeting*
(Majority vote required)

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ARTICLE 17

ZONING

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION IX – INTENSITY REGULATIONS, SUBSECTION D – RESIDENTIAL LOT INTENSITY** by inserting the following language:

6. Any interior changes to existing framed structures where alterations will not result in changes to the exterior of the building footprint or visible changes to the site are exempt from site plan review.

or take any action relative thereto.

By Eastham Planning Board

Summary:

This article will streamline the regulatory permitting process for property owners by alleviating the need to obtain site plan approval for alterations that are contained to the interior of an existing structure.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

PLANNING BOARD RECOMMENDATION: 5-0-0

(2/3rds Majority vote required)

ARTICLE 18

ZONING

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION XII – ADMINISTRATION** by reformatting the section and inserting the following language:

B. SPECIAL PERMITS

1. Special Permits shall only be issued after a public hearing; which shall be held within 65 days after the filing of a special permit application with the Town Clerk, or special permit granting authority as may be required under Chapter 808 of the Acts of 1975, as amended. ~~The Planning Board shall be the Special Permit Granting Authority for Site Plan Approval.~~¹³⁴
2. ~~C.~~ All special permits shall lapse three (3) years from date of issue unless construction or operation under said permit has commenced. All rights authorized by a variance shall be exercised within one (1) year of the date of grant of such variance. If a matter is under court appeal, a special permit or variance shall be deemed issued on the date that a final court determination enters in the case.

~~C.~~ F. OUTSIDE CONSULTANTS

1. ~~The Planning Board when sitting as a~~ A Special Permit Granting Authority may impose a reasonable fee on the applicant for the employment of outside consultants. Upon the selection of an outside consultant by majority vote of the ~~Planning Board, Special Permit Granting Authority~~ the applicant has 30 days to appeal the selection to the Board of Selectmen pursuant to the grounds set forth in M.G.L. Chapter 44, Section 53G.

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D. ENFORCEMENT

1. This bylaw shall be enforced by the Building Commissioner. No building shall be erected or altered and no use of land or building shall commence or change except upon issuance of a permit by the Building Commissioner. Such permit shall be posted in a conspicuous place on the premises.
2. Any person, association, firm or corporation violating any of the provisions of this bylaw may be fined not more than \$300 for each offense. Each day that such a violation continues shall constitute a separate offense.
3. Noncriminal Disposition process. Violations of the zoning bylaw provisions may be sanctioned through the noncriminal disposition process authorized by Massachusetts General Laws Chapter 40, Section 21D, as amended. Resort to this noncriminal disposition method shall lie within the discretion of the Building Commissioner, or his or her designee. The option of noncriminal disposition shall exist in addition to all other available enforcement alternatives.
4. The enforcement officer who takes cognizance of a violation of the bylaw subject to this noncriminal disposition process and who elects, as an alternative to criminal process, to proceed with noncriminal enforcement, shall give the offender a written notice to appear before the clerk of the Orleans Division of the District Court Department at any time during office hours, but not later than twenty-one (21) days after the date of such notice.

Each day during which a violation of a zoning bylaw provision continues shall be deemed to be a separate offense subject to the noncriminal disposition process.

D. This By-law shall be enforced by the Building Inspector. The Building Inspector may resort to the Courts for injunctions or other appropriate remedies.

E. The penalty for violation of any provision hereof shall be a fine of not more than \$500.00 for each offense. Each violation and each day of violation shall constitute a separate offense, punishable by fine.

or take any action relative thereto.

By Eastham Planning Board

Summary:

This article will align Eastham's local regulations pertaining to the mechanism for zoning enforcement with the State statute under MGL Chapter 40A section 21D. The article also adjusts the penalty amount to align with the requirements under MGL Chapter 40A Section 7. Formatting changes are proposed to improve clarity.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

PLANNING BOARD RECOMENDATION: 5-0-0

(2/3rds Majority vote required)

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Article 19

ZONING

~~Strikethrough~~ = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION II.A - ZONING DISTRICTS** as follows:

~~**DISTRICT C**—An area to serve the industrial needs of the community.~~

~~**DISTRICT D**—A retail sales and/or service area.~~

NORTH EASTHAM OVERLAY DISTRICT I¹—An area overlying Districts A, C and D and a portion of District E, available for optional village-style mixed-use development, and as shown on the map entitled “Overlay District Vision Study” dated February 20, 2014 rev. March 5, 2014.

DISTRICT I² – EASTHAM CORRIDOR SPECIAL DISTRICT

The purpose of the Eastham Corridor Special District (ECSD), as designated in Barnstable County Ordinance 17-12, is to enhance and protect the character of Eastham’s commercial areas, encourage mixed-use development, support and enhance the economy in North Eastham, improve bicyclist and pedestrian safety and access along the Route 6 corridor, minimize traffic conflicts and improve access management throughout the District, expand opportunities for creation of affordable housing, and adopt best management practices to manage nutrients discharged through stormwater within the District.

And to further amend

SECTION III – DEFINITIONS by inserting the following language

Accessory Dwelling Unit (ADU): Shall be a separate housekeeping unit containing independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking and sanitation. Which may be incorporated within a lawful principal single-family dwelling or commercial structure or within a detached building accessory to and on the same lot as a lawful principal single-family dwelling or commercial structure which the ADU shall be clearly subordinate in design to that principal single-family dwelling.

And to further amend

SECTION V - USES as follows:

~~**DISTRICT C**—Manufacturing, assembling, processing, packaging, warehousing, storage and shipping of non-hazardous or non-toxic goods and materials; plumbing, electrical, carpentry or similar service and repair facilities; concrete batching plants; manufacturing of house framing, furniture and like products; repair shops for automobiles, trucks and marine equipment; contractors’ yards; boat building, repairs and storage; rental of automobiles, trucks and trailers; wholesale bakeries; auction houses, kennels. Except as otherwise noted sales, retail or wholesale, shall be permitted so long as they are strictly incidental to the primary use and~~

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provided that a designated sales area, separate from the operational area, is maintained in order to provide for the protection and safety of customers. No residences shall be allowed.

Business band radio antennas are allowed in this district subject to the building height restrictions of these By-Laws.

Any light industry or heavy industry not specifically permitted above may be permitted by a grant of a Special Permit from the Zoning Board of Appeals. Upon application for a Special Permit to the Zoning Board of Appeals, the Board shall conduct a public hearing on said application within sixty-five (65) days after the filing of the application pursuant to Massachusetts General Laws, Chapter 40A, Section 9. A decision by the Zoning Board of Appeals based upon an application for a Special Permit shall be based upon an evaluation of all the evidence presented at the public hearing by the Petitioner and interested parties as it relates to the fulfillment of the spirit and intent of this By-law without substantial detriment to the public good or any neighborhood affected. Such permits may also impose conditions, safeguards, and limitations on the applied for use which are necessary to the fulfillment of the intent of this By-law without causing substantial detriment to the public good or to any neighborhood affected.

Adult uses as defined in Section II of this by-law may only be permitted by a grant of a special permit by the Zoning Board of Appeals.

DISTRICT D—Antique shops, craft and gift shops, hair styling and barber shops, offices, art galleries, banks, animal hospitals, kennels, funeral homes, nurseries and florists, fitness centers, lodges, retail stores and shops. Residential apartments are allowed above businesses of a permitted nature provided such residences occupy no more than 50% of the structure.³

In any Convenience Store, as defined in Section II—Definitions, no food preparation or heating will take place on the premises except the preparation of hot beverages. All food is to be sold in sealed packages, with the exception of fresh produce.

And to further amend

SECTION VIII – PROHIBITED USES as follows

The following uses shall be prohibited in the Town of Eastham in Districts A, B, C, D, E, F, G and H

And to further amend

SECTION IX – INTENSITY REGULATIONS, SUBSECTIONS A.3 and A.4 as follows:

3. In Districts B, C, D, and E, no business structure shall be built on a lot with an area of less than 40,000 square feet.

4. All lots in Districts A, B, C, D, and E shall have frontage of at least 50 feet on an accepted public way, a way shown on a plan approved or endorsed in accordance with the subdivision control regulations or a way in existence when the subdivision control law became effective having, in the opinion of the Planning Board, sufficient width, suitable grades and adequate construction to provide for the needs of vehicular traffic in relation to the proposed land use. Panhandle lots shall have frontage of at least 40 feet on an accepted public way or private way as described above

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And to further amend

SECTION IX – INTENSITY REGULATIONS, by inserting immediately after the heading the following new subheading:

See also **SECTION V - DISTRICT I** for setback requirements for properties located within the Eastham Corridor Special District.

And to further amend Section IX – Intensity Regulations, Subsection B.2 by deleting the text struck-through below as follows:

2. In Districts B, D, and E, all new construction, including residential, commercial, or other, shall be set back a minimum of 100 feet from all ways. Side and rear setbacks shall not be less than twenty-five (25) feet.

And to further amend

Section IX – Intensity Regulations, Subsection B.3 by deleting said subsection entirely as follows:

~~3. In District C, all new construction shall be set back a minimum of fifty (50) feet from all ways. Side and rear setbacks shall not be less than twelve (12) feet~~

And to further amend Section IX – Intensity Regulations, Subsection B.6 by deleting the text struck-through below as follows:

6. Setback requirements for detached accessory buildings used for any purpose, in Districts A, B, C, ~~D~~, E, G & H, regardless of when the lot was created, shall be
 - a minimum separation of eight (8) feet between all buildings; and
 - a minimum of twelve (12) feet and at least the maximum height of the accessory structure from the side and rear property lines; and
 - thirty (30) from any street or way.

And to further amend

SECTION X – PARKING REQUIREMENTS by inserting immediately following the heading the following new subheading:

See also **SECTION V - DISTRICT I** for parking requirements for properties located within the Eastham Corridor Special District.

And to further amend

SECTION XI – LANDSCAPING REQUIREMENTS by inserting immediately following the heading the following new subheading:

See also **SECTION V - DISTRICT I** for properties located within the Eastham Corridor Special District (ECSD).

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And to further amend

SECTION XI – LANDSCAPING REQUIREMENTS by revising the opening sentence as follows:

In Districts B, C, D, and E, excluding one (1) and two (2) family dwellings, the following landscaping standards shall be in effect:

And to further amend

SECTION XIII – SITE PLAN APPROVAL – SPECIAL PERMIT by inserting immediately following the heading the following new subheading:

See also SECTION V - DISTRICT I for properties located within the Eastham Corridor Special District (ECSD).

And to further amend

SECTION XVIII – TOWN OF EASTHAM SIGN CODE amending the table describing the type and size of permitted signs by deleting the section heading struck-through below and replacing them with the corresponding new zoning district section headings as follows:

District C Industrial-TP Trade Park
District D Retail Sales and Service
District CC-Core Commercial
District TC - Transition Commercial
District LC -Limited Commercial
District OF – Office Residential

And to further amend

APPENDIX – ZONING DISTRICT BOUNDARIES as follows:

DISTRICT C:

Bounded on the north by the southerly lot line of Lots B41-1Y and BRC, the southerly and easterly lot lines of Lot B41-1B-4, and the southerly side line of Brackett Road; on the east by the westerly side line of the Cape Cod Rail Trail/former Penn Central Railroad right of way; on the south by the southerly lot line of B41-6B & T; and on the west by the westerly lot line of Lots 41-6B and T, B41-6C, B41-1T, B41-U, B41-1AA, B41-1V-2, and from the northwest corner of Lot B41-1V-2 to the southwest corner of Lot B41-1Y and the point of beginning.

DISTRICT D:

EAST PORTION: Excluding land in District C above, bounded on the north by the north lot line of B32-4C, B32-5A and B32-6; on the east by the Cape Cod Rail Trail/former Penn Central Railroad right of way; on the south by Orchard Road, and on the west by Route 6.

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~~WEST PORTION: Bounded on the north by the north lot line of B35, Lot NV29; on the east by Route 6; on the south by the south lot line of B41, Lot FS 1; and on the west by Massasoit Road, Oak Road, and the west lot lines of B35, Lots B35-12D, B35-12B, and B35-NV29;⁵ and Lots EGB-B, EGB-C, EGB-1, EGD-2, EGB-3, and B40-4-1.~~

DISTRICT I – EASTHAM CORRIDOR SPECIAL DISTRICT

Shown on a map entitled “Eastham Corridor Special District (ECSD)” Adopted May 7, 2018

Add boundary description from original DCPC

GROUNDWATER PROTECTION DISTRICT

Shown on a map entitled “Town of Eastham Groundwater Protection Overlay District” dated January 7, 2016

or take any action relative thereto.

By Eastham Planning Board

Summary:

The amendments proposed in this article are housekeeping items intended to correct references to various sections of the bylaw which were altered by changes to the zoning bylaw adopted at the 2018 Annual Town Meeting. Certain amendments in this article are proposed to add clarity and ease of reference.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

PLANNING BOARD RECOMENDATION: 5-0-0

(2/3rds Majority vote required)

ARTICLE 20

ZONING

Strikethrough = Language proposed for deletion

Underline = Language proposed for inclusion

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION VII ACCESSORY USES SUBSECTION C ACCESSORY DWELLING UNITS** by removing the section in its entirety and replacing it with the following:

SECTION VII – ACCESSORY USES

C. Accessory Dwelling Units

1. Purpose

- a. To diversify the types of housing available in the community and broaden housing opportunities for households of all income levels, ages and sizes.
- b. To encourage and support a stable and diverse year round community and a robust local workforce.
- c. To prevent the displacement of current Eastham residents and encourage the influx of new residents.

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- d. To encourage a more efficient use of the Town's housing supply and building stock while maintaining the character of the areas in which the Accessory Dwelling Units (ADUs) are located.

2. Use Regulations:

Y = Permitted Use SP = Special Permit X = Prohibited Use

	<u>District A</u> <u>Residential</u>	<u>District B</u> <u>Marina</u>	<u>District E</u> <u>Residential/</u> <u>Limited</u> <u>Commercial</u>	<u>District F</u> <u>Seashore</u>	<u>District G</u> <u>Water</u> <u>Resource</u> <u>Protection</u>	<u>District H</u> <u>Wellhead</u> <u>Protection</u>
ADU located on residential lot	Y	X	Y	SP	Y	X
ADU Located on commercial lot	SP	X	Y	SP	SP	X

<u>EASTHAM CORRIDOR SPECIAL DISTRICT (DCPC)</u>					
	<u>Core</u> <u>Commercial</u>	<u>Transition</u> <u>Commercial</u>	<u>Trade</u> <u>Park</u>	<u>Office</u> <u>Residential</u>	<u>Limited</u> <u>Commercial</u>
ADU Located on residential lot	Y	Y	X	Y	Y
ADU Located on commercial lot	Y	Y	X	Y	Y

- a. An Accessory Dwelling Unit (ADU) that conforms to the dimensional requirements of the Eastham Zoning Bylaw shall be permitted as a by right use accessory to a lawful single family dwelling.
- b. Nothing in this bylaw shall be construed as altering or preempting the provisions of District F (Seashore District). Owners of property located within Seashore District are advised to consult with representatives from Cape Cod National Seashore before seeking permits.
- ### 3. Conditions and Requirements
- a. For residential properties, only one Accessory Dwelling Unit (ADU) is permitted for each principal dwelling unit. The creation of an ADU in addition to an existing guest house located on the site is prohibited.

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- b. The Accessory Dwelling Unit (ADU) shall be a separate housekeeping unit containing independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking and sanitation.
 - c. An Accessory Dwelling Unit (ADU) shall be clearly subordinate in use, size and design to the principal structure on the site. An ADU shall be designed so that, to the maximum extent feasible, the appearance of the property on which it is to be located remains consistent with the principal structure/use on the site and the privacy of abutting properties is maintained.
 - d. An Accessory Dwelling Unit (ADU) does not require a minimum acreage of buildable upland.
 - e. The Accessory Dwelling Unit (ADU) shall contain no more than two bedrooms. The total number of bedrooms allowed on the subject site shall be limited to the number permitted under Eastham Board of Health regulations and 310 CMR 15.00 - The State Environmental Code, Title 5.
 - f. Accessory Dwelling Units shall not be larger than 1200 square feet or fifty percent of the site coverage of the principal dwelling, whichever is smaller. The Zoning Board of Appeals may grant a Special Permit for an Accessory Dwelling Unit exceeding fifty percent of the site coverage of the principal dwelling unit where such unit will not exceed 1200 square feet.
 - g. At least one (1) off-street parking space in addition to that required for the principal structure/use is required for each Accessory Dwelling Unit (ADU).
 - h. An Accessory Dwelling Unit (ADU) may not be conveyed separate and apart from principal dwelling on the lot, nor shall the principal dwelling and the ADU be converted to condominium form of ownership.
 - i. Either the accessory dwelling unit or the principal dwelling to which it is accessory shall be rented and/or leased on a year-round basis. At no time shall both the principal dwelling and the accessory dwelling be rented and/or leased simultaneously for a period of less than twelve (12) consecutive months.
4. **Regulatory Review Requirements**
- a. **Zoning Board of Appeals Approval**
 - 1. **Special Permits**

A Special Permit from the Zoning Board of Appeals is required in the following instances:

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- The subject property is preexisting non-conforming to the use, lot size or dimensional setback requirements of the Eastham Zoning Bylaw.
- The proposed Accessory Dwelling Unit (ADU) will result in the increase to a pre-existing non-conformity.
- The proposed Accessory Dwelling Unit (ADU) will exceed fifty percent of the site coverage of the principal dwelling unit.
- The subject property is located within the Seashore District.

The Zoning Board of Appeals shall review the proposed Accessory Dwelling Unit (ADU) utilizing the criteria listed under Zoning Bylaw Section VI.D – Non-Conforming Uses.

2. **Variances**

- Accessory Dwelling Units (ADUs) shall not be eligible for zoning use variances, or for dimensional variance relief proposing to increase the allowable number of ADUs on a lot.

b. **Planning Board Approval**

1. **Site Plan Approval – Residential (Residential properties all zoning districts)**

Site Plan Approval is required if the proposed Accessory Dwelling Unit (ADU) meets the criteria under Zoning Bylaw Section IX.D – Residential Lot Intensity.

- The Planning Board shall review the proposed Accessory Dwelling Unit (ADU) utilizing the standards and criteria listed under Zoning Bylaw Section XIV.F – Site Plan Approval – Residential.

2. **Site Plan Approval – Special Permit (Commercial properties in District E)**

Site Plan Approval - Special Permit is required if the proposed Accessory Dwelling Unit (ADU) meets the criteria under Section XIII.B – Projects Requiring Site Plan Approval – Special Permit.

- The Planning Board shall review the proposed Accessory Dwelling Unit (ADU) utilizing the standards and criteria listed under Zoning Bylaw Section XIII – Site Plan Approval – Special Permit.

3. **Accessory Dwelling Units within the Eastham Corridor Special District:**

Minor Site Plan, Major Site Plan or Special Permit approval is required if the proposed Accessory Dwelling Unit (ADU) meets the criteria under Section V.I - Eastham Corridor Special District.

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- The Planning Board or in the case of Minor Site Plan Approval, its designee shall review the proposed Accessory Dwelling Unit (ADU) utilizing the standards and criteria listed under Section V.I. – Eastham Corridor Special District.

5. **Building and Health Compliance**

- a. The construction of an Accessory Dwelling Unit (ADU) must be in conformity with the Massachusetts State Building Code, the Eastham Board of Health Regulations, including Section III. A. - Rental of Premises to be Used for Human Habitation, the State Environmental Code 310 CMR 15.0 and Massachusetts Housing Code 105 CMR 400 and must be lawful under all other provisions of applicable federal, state and local laws and regulations.

6. **Monitoring and Enforcement:**

- a. Prior to the issuance of a Building Permit or a Special Permit, a certificate in the form of a notarized affidavit to verify that either the principal dwelling or the accessory dwelling unit will be rented and/or leased for a period of not less than twelve (12) consecutive months shall be submitted to the Building Commissioner.
- b. Use of an ADU shall require the filing of a Certificate of Registration with the Eastham Health Department. The owner shall thereafter renew the rental registration annually with the Eastham Health Department.
- c. A determination that the owner failed to comply with the provisions of this Bylaw shall be evidence that the rights and benefits conferred under the Building Permit, Special Permit, Site Plan Approval or Rental Registration were abandoned or otherwise surrendered and discontinued by the owner and all such rights and benefits shall lapse and the elements that make the accessory dwelling unit a separate dwelling unit shall be removed from the property within 90 days of said final determination, with the owner to comply with all requirements of the Massachusetts State Building Code, the Eastham Board of Health Regulations, the State Environmental Code 310 CMR 15.0 and Massachusetts Housing Code 105 CMR 400 and must be lawful under all other provisions of applicable state and local laws and regulations in removing all elements determined to be unpermitted. In addition, failure of the owner to comply with the provisions of this Bylaw shall be punishable by fine as established under Section XII. of the Eastham Zoning Bylaw which states that the penalty for violation of any provision hereof shall be a fine of not more than \$300.00 for each offense. Each violation and each day of violation shall constitute a separate offense, punishable by fine.

7. **Amnesty:**

- a. In an effort to meet local housing needs, real property containing an accessory dwelling unit, as described in this Section, for which a validly-issued Variance, Special Permit, Building Permit, Occupancy Permit or Rental Certificate does not exist, may apply to the Building Department for an Occupancy Permit or the Special Permit Granting Authority for a Special Permit or to the

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Health Department for a Rental Certificate to continue legal use as an accessory dwelling unit. Amnesty shall not be granted unless the septic loading capacity for existing structure(s) and the existing approved septic flow for the property both comply with the requirements of the Eastham Board of Health regulations and 310 CMR 15.00 – The State Environmental Code, Title 5. Failure to comply with all pertinent State and local rules and regulations shall result in forfeiture of the accessory dwelling unit and/or the removal of the bedroom(s) causing exceedance to the approved septic flow capacity of the property.

- b. To qualify for amnesty under this Section, the unlawful accessory dwelling unit must be a single accessory dwelling unit that is accessory to a single-family dwelling or detached accessory structure and must have been in existence prior to the date of adoption of this bylaw. It shall be the burden of the applicant to prove to the Building Department in the case of by right and to Special Permit Granting Authority in the case of a Special Permit and/or the Board of Health for issues within the purview of the Board of Health that the unlawful apartment was in existence before that date.
 - c. The amnesty provisions of this bylaw shall expire on and shall no longer be available after five years from the passage of this bylaw.
8. **Severability**
- a. If any provision of this Bylaw is held invalid by a court of competent jurisdiction, the validity of the remaining portions of the Bylaw shall not be affected thereby.

or take any action relative thereto.

By Eastham Planning Board

Summary:

Amending the Accessory Dwelling Unit (ADU) bylaw is one of the strategies recommended in the 2016 Eastham Affordable Housing Production Plan. Affordable rentals are the highest priority need in Eastham. Creating additional ADUs will help diversify the housing options in the community beyond just single family dwellings. They provide flexible housing options and living arrangements for a range of age groups. ADUs help mitigate high rental rates by increasing the supply of year-round units with little to no impact on public infrastructure or utilities; while at the same time adding to the Town's tax revenue through the increased property values that these units provide.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

PLANNING BOARD RECOMMENDATION: 5-0-0

(2/3rds Majority vote required)

ARTICLE 21 **CREATE OPTIONAL BETTERMENT FOR WATER CONNECTION**

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court for special legislation, in the form set forth below, in order to authorize the Town to appropriate money to provide low interest loans to homeowners to connect to the Town's public water system; provided, however, that the General

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Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition; or take any other action relative thereto.

AN ACT RELATIVE TO WATER CONNECTIONS IN THE TOWN OF EASTHAM.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section 1. The Town of Eastham is hereby authorized to establish a water connection assistance program for property owners in the town in order to assist such owners to connect to the town's water distribution system. Said program shall be consistent with the terms and conditions as are provided for in chapter one hundred and eleven, section one hundred and twenty-seven B and one-half of the General Laws.

Section 2. Any costs incurred under the provisions of this section may be funded by an appropriation or issuance of debt, provided that any debt incurred shall be subject to the provisions of chapter forty-four and shall not exceed twenty years.

Section 3. Any appropriation or borrowing by the town for purposes contained within this section shall not be included for the purpose of computation of the levy or borrowing limits otherwise imposed upon the town by the general laws.

Section 4. An owner may petition the board of selectmen or other appropriate authority in charge of the town's water distribution system to enter into an agreement, subject to appropriation, authorizing the board of selectmen or other authority to cause the premises to be connected to the town's water distribution system. An owner who enters into such an agreement shall be responsible for all expenses incurred by the town, directly or indirectly, for such connection. A notice of such agreement shall be recorded as a betterment and be subject to the provisions of chapter eighty relative to the apportionment, division, reassessment and collection of assessment, abatement and collections of assessments, and to interest; provided, however, that for purposes of this section, such lien shall take effect by operation of law on the day immediately following the due date of such assessment or apportioned part of such assessment and such assessment may bear interest at a rate determined by the town treasurer by agreement with the owner at the time such agreement is entered into between the board of selectmen and the property owner. In addition to remedies available under chapter eighty, the property owner shall be personally liable for the repayment of the total costs incurred by the town under this section; provided, however, that upon assumption of such personal obligation to a purchaser or other transferee of all of the original owner's interest in the property at the time of conveyance and the recording of such assumption, the owner shall be relieved of such personal liability.

Section 5. The board of selectmen may enact regulations to carry out the water connection assistance program that are within the general scope and intent of the Act.

Section 6. This Act shall take effect upon its passage.

By Board of Selectmen

Summary:

As the public water system becomes available to more properties, some residents who would like to connect to the system have been unable to afford the one-time capital investment of bringing the water pipe from the street curb stop to their home. Passage of this article will allow the town to pay for the initial hook-up and allow homeowners to pay the fee as an annual betterment (loan payment) added to their tax or water bill.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

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ARTICLE 22 TEE TIME LAND ACQUISITION

To see if the Town will vote to authorize the Board of Selectmen to acquire by purchase, gift, eminent domain, or otherwise, to be held by the Board of Selectmen for general municipal purposes, a parcel of land consisting of ten and 8/10 (10.8) acres, more or less, located at 4790 State Highway, Eastham, Barnstable County, Massachusetts and more accurately shown in a plan entitled, "Plan of Land in Eastham, Massachusetts, prepared for Angelo's Supermarkets, Inc." dated January 10, 1986 by Nickerson & Berger, Inc., and recorded with the Barnstable County Registry of Deeds in Book 410, Page 32 under such terms and conditions as the Board of Selectmen determine to be in the best interests of the Town; and as funding therefor to appropriate the sum of **\$1,600,000** for the acquisition and other costs incidental and related thereto; that to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow **\$1,600,000** and to issue bonds and notes therefor pursuant to M.G.L. Chapter 44, Sections 7, Clause 1, or any other enabling authority; provided, however, that any borrowing authorized hereunder shall be contingent on the passage of a Proposition 2 and ½ debt exclusion vote. Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Chapter 44, Section 20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount; or take any action relative thereto.

By Board of Selectmen

Summary:

In 2015 housing developer Stratford Partners Group proposed a 130-unit affordable housing development on this parcel of land. The project began as a 40B LIP (Local Initiative Plan) or "friendly" 40B and the developer and the Town began a process to try and make the development more positive for the Town. This process failed and the Board of Selectmen voted against accepting the project as a LIP. The developer then went through the normal 40B process with the Zoning Board of Appeals, which ultimately denied the comprehensive permit. The developer appealed the ZBA decision to the State Housing Appeals Court and we have been in negotiations with the developer ever since. Earlier this year, the Town asked the developer to transfer their rights to purchase the property to the town and they agreed. We have a purchase and sale agreement with Stratford Partner's Group and Stop & Shop for \$1,600,000. Passage of this article and an affirmative vote at the ballot will allow the town to purchase the property and hold it for general municipal purposes until another use is developed. Our intent would be to create a community process to decide the best and highest use of this critical large parcel of land. Any project or re-sale would require coming back to Town Meeting. A debt analysis of the cost of this purchase for the value of a median price home of \$468,000 would be approximately \$15.82 per year or \$410 over twenty years.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(2/3rds Majority vote required)

ARTICLE 23 NAUSET ESTUARY DREDGE

To see if the Town will transfer the balance of the remaining appropriation for the Rock Harbor Dredge Project, fund 3013 (\$175,184.32) to the Nauset Estuary Dredge Project (Fund 3016) to be used to pay for expenses related to the permitting, engineering and study of the environmental impact of said project, or take any action relative thereto.

By Board of Selectmen

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Summary:

The study of the possible dredge of Town Cove and the Nauset Inlet has been in progress for several years. Last year, Eastham Town Meeting appropriated \$100,000 to join with Orleans in the study of the proposed project: basically, to look at what would be necessary to engineer and permit an improvement dredge and to study the environmental impact of the project. In order to permit the dredge, many environmental studies and questions about the impact to the coastal dune, the marsh, shellfish, and protected wildlife must be conducted and concerns by the regulating agencies addressed. This article transfers the remaining funds appropriated for the Rock Harbor Dredge in 2014 to be used on this project. It will not require additional borrowing.

BOARD OF SELECTMEN RECOMMENDATION: *Report at Town Meeting*

FINANCE COMMITTEE RECOMMENDATION: *Report at Town Meeting*
(4/5ths Majority vote required)

ARTICLE 24

CPA-REVENUE ALLOCATION

To see if the Town will vote to appropriate and transfer, pursuant to the provisions of G.L. C44B (6) from the FY20 estimated community preservation revenues to reserves in the following amounts: **\$85,588** open space purposes, **\$85,588** historic preservation purposes, **\$85,588** affordable housing purposes, **\$85,588** active recreation purposes and **\$513,529**, to the FY20 Community Preservation budgeted reserves for appropriation for a total of **\$855,881** as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This annual article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, affordable community housing and active recreation, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 5-0

(Majority vote required)

ARTICLE 25

CPA-ADMINISTRATIVE COSTS

To see if the Town will vote to transfer and appropriate **\$42,794** from the FY20 estimated Community Preservation revenues as allowed by law to cover administrative support expenses; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article transfers \$42,794 of Community Preservation Funds to the CPA committee for administrative purposes. The State Legislation permits up to five percent (5%) of all funds may be used for that purpose. Any unused funds each year revert to the Community Preservation Fund Balance.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

(Majority vote required)

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ARTICLE 26
CPA-DEBT PAYMENT

To see if the Town will vote to transfer from FY18 CPA Receipts **\$73,500** from Community Preservation Undesignated Fund Balance for the purpose of paying the debt payment for the Aschettino Land Purchase; or take any action relative thereto.

By Town Accountant/Community Preservation Committee

Summary:

This is the annual debt payment for a previous open space purchase approved at Town Meeting. The State Legislation allows for the principal and interest debt payments to be funded through the Community Preservation Fund, but only recently required that a separate article be voted each year of the long term debt payment. This payment is the final payment on the 20 year bond.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION COMMITTEE: 5-0

(Majority vote required)

ARTICLE 27
CPA - AFFORDABLE HOUSING - CAPE HOUSING INSTITUTE

To see if the Town will vote to transfer the sum of **\$7,500** from Community Preservation Affordable Housing Fund Reserves and/or Undesignated Fund Balance to fund a grant to The Cape Community Housing Partnership for the purposes of funding the "Cape Housing Institute" and further to authorize the Board of Selectmen to enter into a grant agreement for this purpose; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary: The Cape Housing Institute delivers training programs to build public support for affordable housing and equip local elected and appointed officials with the knowledge and skills to support the creation of more year-round housing.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 7-0

(Majority vote required)

ARTICLE 28
CPA AFFORDABLE HOUSING - EASTHAM AFFORDABLE HOUSING TRUST

To see if the Town will vote to transfer the sum of **\$250,000** from Community Preservation Affordable Housing Reserves and/or undesignated fund balance to the Eastham Affordable Housing Trust in support of housing assistance programs including a Rental Subsidy Program, a Housing Preservation Program, a Lease to Own Program and a Closing Cost Assistance Program or other programs deemed appropriate by the Eastham Affordable Housing Trust. Housing units created under any of the current and proposed affordable housing assistance programs would be subject to such terms and conditions which the Eastham Affordable Housing Trust may require, in order to ensure the long term viability of affordable housing units; or take any action relative thereto.

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By Board of Selectmen/Community Preservation Committee

Summary:

This article will allow the Eastham Affordable Housing Trust to continue implementation of several housing assistance programs designed to meet current and future demands for assistance identified in the 2016 Eastham Housing Production Plan. The proposed programs are based on successful models utilized in neighboring communities. The overarching goal of these programs is to provide housing assistance to a broad base of the community.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 8-0

(Majority vote required)

ARTICLE 29

CPA – HISTORIC PRESERVATION - HISTORIC PROPERTIES SURVEY

To see if the Town will vote to transfer the sum of **\$30,000** from The Community Preservation Historic Reserve and/or Undesignated Fund Balance for expenditure under the direction of the Board of Selectmen for the purpose of conducting a survey to identify, describe, and preserve significant historic buildings, structures, archeological sites and landscapes within the Town of Eastham; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary: This article will provide funds to survey historic properties in Eastham. The survey will be conducted by professional consultants and overseen by the Eastham Historical Commission. Eastham's historic structures are an important component of the character of the community. Cataloging these properties is necessary in order to protect their status for possible inclusion in the Massachusetts Historical Commission and the National Register of Historic Places.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 8-0

(Majority vote required)

ARTICLE 30

CPA – OPEN SPACE - LAND ACQUISITION HIGGINS PARCEL

To see if the Town will vote to authorize the Board of Selectmen to acquire, by gift, purchase or eminent domain, for conservation, and groundwater protection purposes, pursuant to G.L. c.40, sec.8C and G.L. c.44B, a parcel of land containing 5.76 acres, more or less, located at 0 Nauset Road, Eastham, Massachusetts and more accurately described in a deed dated February 18, 2010 recorded with the Barnstable County Registry of Deeds in Book 24382 Page 99 and shown as Parcel 5 -30-0-R, on a sketch plan of land entitled, "Joyce Howard Higgins, Sketch Plan 0 Nauset Road in Eastham, Massachusetts, March 27, 2012, a copy of which is on file with the Eastham Town Clerk, to be held under the care, custody, management and control of the Eastham Conservation Commission and subject to Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts, under such terms and conditions as the Board of Selectmen may impose; and as funding therefore to appropriate the sum of **\$120,000** for the acquisition and other related costs associated therewith from the

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Community Preservation Open Space Reserve and/or undesignated fund balance, said sum shall be reduced by the amount of any grants or gifts received; and further to authorize the Board of Selectmen to grant to the Trustees of the Eastham Conservation Foundation, at the time of closing or within a reasonable amount of time thereafter, a perpetual Conservation Restriction on the property in accordance with the provisions of G.L. c.44B, sec.12 and G.L. c.184, sec.31-33; and further to authorize the Board of Selectmen and the Conservation Commission to file on behalf of the Town any and all applications deemed necessary for grants and/or reimbursements from the Commonwealth of Massachusetts or any other grant programs; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This parcel has a high natural resource value, with undisturbed native forest and groundcover. The property is entirely within the Massachusetts Natural Heritage and Endangered Species Program Priority Habitat for rare species and estimated habitat for rare wildlife. The property is also located within the Water Resource Protection District and is adjacent to the Town's water supply well and storage tower. The property provides critical wildlife habitat and also provides passive recreation opportunities to residents with hiking trails that connect to adjacent town-owned properties and to the National Seashore. Acquiring this property would protect drinking water quality, preserve natural habitat and allow low impact public use of the property to continue. This purchase will be made with CPA funds allocated for open space and will not involve any borrowing or additional taxes. A certified appraisal was submitted to the Town in December 2018 in amount of \$190,000.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 8-0-1

(Majority vote required)

ARTICLE 31

CPA – OPEN SPACE - MONITORING

To see if the Town will vote to transfer the sum of **\$6,000** from The Community Preservation Open Space/Passive Recreation reserves and/or Undesignated Fund Balance as a grant to the Eastham Conservation Foundation, a nonprofit organization for the purpose of undertaking stewardship and preservation of 13 town-owned conservation properties, and to make them more functional for their intended uses. Funds shall be used to pay for expenses associated with monitoring the properties and enforcement of conservation restrictions; or take any action relative thereto. This grant will cover expenses incurred for stewardship for FY20 through FY24.

By Board of Selectmen/Community Preservation Committee

Summary:

The Eastham Conservation Foundation (ECF) has been asked on behalf of the Town to take on the role of "Steward" for 13 town-owned parcels totaling nearly 30 acres. Such stewardship of open space properties ensures that the property is appropriately protected from detrimental impacts and that the natural and beneficial functions of the wildlife habitat as well as the passive recreation benefits to the public are maintained.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 7-0

(Majority vote required)

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ARTICLE 32

CPA - OPEN SPACE - PRESERVE MINISTER/SCHOOLHOUSE PONDS

To see if the Town will vote to transfer the sum of **\$135,000** from Community Preservation Open Space/Passive Recreation Reserves and/or undesignated fund balance for expenditure under the direction of the Board of Selectmen for the purpose of preserving and restoring the water quality of Minister/Schoolhouse Ponds; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This grant requested by the Water Management Committee would be used to restore the water quality to Minister/Schoolhouse Ponds using a combination of environmentally appropriate treatments so that irreversible damage is not done to its natural systems and it continues to serve as a public resource for fishing, swimming and non-motorized boating as well as a habitat for native plants and animals.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 9-0

(Majority vote required)

ARTICLE 33

CPA – ACTIVE RECREATION - WILEY PARK RECREATION AREA

To see if the Town will vote to transfer the sum of **\$22,000** from The Community Preservation Active Recreation Reserve and/or Undesignated Fund Balance for expenditure under the direction of the Board of Selectmen for development of a plan for restoration and rehabilitation and/or to expand the recreational facilities at Wiley Park; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

The Eastham Recreation Commission seeks funds for Phase 1 of the Wiley Park Recreation Area Renovation. Phase 1 will include existing conditions survey, site assessments and preliminary designs for recreation areas and equipment. The goal of the overall project is to maximize the use of the available recreation areas by designing context sensitive amenities that complement the surrounding area and that meet the evolving needs of the community.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 7-0

(Majority vote required)

ARTICLE 34

CPA – ACTIVE RECREATION - MOBI-MATS

To see if the Town will vote to transfer the sum of **\$20,000** from The Community Preservation Active Recreation Reserve and/or Undesignated Fund Balance for expenditure under the direction of the Board of Selectmen to

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purchase beach access mats a.k.a. "Mobi-Mats" in order to make public beaches throughout the town more functional for their intended uses; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article will provide funds to purchase "Mobi- Mats" for use at public beaches throughout the town. This equipment will provide safe and easy access to public beaches for all users including individuals with disabilities. Making the Town's public beaches ADA accessible is an ongoing goal of the Eastham Recreation Commission and the Eastham Recreation Department.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

COMMUNITY PRESERVATION ACT COMMITTEE: 9-0

(Majority vote required)

ARTICLE 35

PETITION – BAN SINGLE-USE PLASTIC BAGS

To see if the Town of Eastham will vote to protect its natural resources by prohibiting the use of single-use plastic bags by all retail establishments as of November 1, 2020, after a phase-out period of eighteen months.

1. Purpose and Intent:

The production and use of single-use plastic bags have significant effects on the marine and land environment of all coastal communities, including but not limited to: contributing to the potential death of marine and terrestrial animals through ingestion and entanglement; contributing to pollution of the land and coastal environment; clogging our storm drainage systems; creating a burden to our solid waste collection and recycling efforts; and requiring the use of millions of barrels of non-renewable, polluting fossil fuel nationally for their manufacture. Therefore, the Town of Eastham seeks to protect its natural resources by prohibiting the use of single-plastic bags by all retail establishments as of November 1, 2020, after a phase out period of eighteen months.

2. Definitions

Food and Retail Establishment: any business selling goods, food, or services to the public, including but not limited to: markets; restaurants; bars; take-out food purveyors; and merchandise retailers.

Single-Use Plastic Bag: a bag made of plastic, including but not limited to bags made of high-density polyethylene, low density polyethylene, 'biodegradable', 'compostable', with a thickness of less than 4 mils provided at the checkout stand, cash register, point of sale or other point of departure intended for the purpose of transporting food or merchandise out of the Establishment.

Reusable Bag: a bag that is specifically designed and manufactured for multiple reuse and is made of cloth or other durable material.

3. Applicability

The requirements of this article shall apply to single-use plastic bags, as defined above. Said bags shall no longer be distributed, sold, or provided at any Town of Eastham Establishment after the 18 month phase out period. Any stock remaining after that date shall be recycled or returned to the manufacturer by the Establishment. Establishments may provide paper, reusable bags, or boxes at no charge, or charge a fee which would be kept by the Establishments, as they so desire.

4. Exemptions

The following are exempt and not subject to the provisions of this article: 1. Plastic bags used for newspapers, pet waste, yard waste, household garbage, or protective dry cleaning bags

2. Bags sold in quantity (bulk) for home food storage

3. Bags used for the protection of raw foods, including but not limited to, produce or meat/fish products

4. Packaging used during the transport of products to an Establishment from the manufacturer

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5. Enforcement

Enforcement will be decided after the adoption of this article and before the date it goes into effect.

By Petition

Town Summary:

The Board of Selectmen recognize the need for a bylaw that reflects the community's commitment to protecting the environment. They have begun to do outreach to the local businesses and have also received a very comprehensive bylaw proposal from the Conservation Commission. We are all committed to creating a thoughtful and comprehensive bylaw that will protect our resources and not prove to be a hardship for local businesses. To that end, the enactment of the petitioned articles for a ban on single-use plastic bags and polystyrene products is November of 2020. This gives us time to craft a legal bylaw to bring to the next Annual Town Meeting in May of 2020, send it to the Attorney General for review, which is a legal requirement, and still enact the ban(s) as of November of 2020. This will allow The Board of Health, the Conservation Commission and the Petitioners of the articles to work together to recommend a comprehensive bylaw to Town Meeting. This timeline also gives 18-month notice to local businesses, and allows them to participate in its development next winter. We will schedule a legally advertised public hearing regarding the bylaw in spring 2020.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

BOARD OF HEALTH RECOMMENDATION: 5-0

(Majority vote required)

ARTICLE 36

PETITION – BAN SINGLE-USE POLYSTYRENE CONTAINERS

To see if the Town of Eastham will vote to protect its natural resources by prohibiting the use of single-use polystyrene containers, and counterparts, as of November 1, 2020, after a phase-out period of eighteen months after the adoption of this article.

1. Purpose and Intent:

The use and disposal of polystyrene products are proven to have significant negative impacts on marine and land environment of our coastal community, including but not limited to: A. contributing to the harm of marine and terrestrial wildlife through ingestion and entanglement; B. pollution and degradation of the terrestrial and coastal environment; C. Human risk through exposure to harmful carcinogens used in the making of polystyrene products; and D. Disposal burdens for solid waste collection and recycling facilities. Therefore, the Town of Eastham seeks to protect its natural resources and the well-being of its residents by prohibiting food or retail establishments from distributing single-use disposable polystyrene containers, and counterparts, as of November 1, 2020, after a phase out period of eighteen months.

2. Definitions

Single-Use Polystyrene Disposable Containers and Counterparts: single-use disposable products for serving or transporting food or beverages, including but not limited to, take out foods and/or partially consumed meals prepared by a restaurant and/or retail food establishment. This includes, but is not limited to, plates, cups, bowls, trays, hinged or lidded containers, straws, cup lids, and cutlery.

Expanded Polystyrene (EPS): polystyrene that has been expanded or "blown" using a gaseous blowing agent into a solid form.

Polystyrene: expanded and extruded forms of thermoplastic, petrochemical materials utilizing a styrene monomer and processed by any number of techniques including, but not limited to, fusion of polymer spheres (expandable bead polystyrene), injection molding, form molding, and extrusion blown molding (extruded foam polystyrene), sometimes called Styrofoam, a Dow Chemical Co. trademarked form of polystyrene foam.

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Food Establishments: any operations, including but not limited to, restaurants, schools, charitable associations, food trucks, farmer's markets, concession stands, and other public venues that store, prepare, package, serve, vend or otherwise provide food for human consumption.

Retail Establishments: any commercial business facility that sells goods directly to consumers, including but not limited to, grocery stores, pharmacies, liquor stores, convenience stores, retail stores and vendors selling clothing, food, and personal items, dry cleaning services, theaters and all other food service establishments.

Public Venues: operations such as meeting halls, Town offices, public facilities and recreation areas.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

BOARD OF HEALTH RECOMMENDATION: 5-0

(Majority vote required)

ARTICLE 37

PETITION – SUPPORT LEGISLATION TO CHANGE STATE SEAL/FLAG

Whereas the history of the State of Massachusetts is replete with instances of conflict between the European Colonists and the Native Nations of the region, who first extended the hand of friendship to the Colonists on their own shores in 1620, and helped them survive starvation during the settlers' first winters on their land; Whereas members of the Native Nation for whom the State of Massachusetts is named were ambushed and killed by Myles Standish, first commander of the Plymouth Colony, in April of 1623, barely two years after the Pilgrims arrived on their shores;

Whereas the naked colonial broadsword brandished above the head of the native man on the Massachusetts state flag and seal is copied from Myles Standish's own broadsword, borrowed from the Pilgrim Hall in Plymouth by the illustrator Edmund Garrett in 1884;

Whereas the belt binding the native's cloak on the flag and seal is modeled after a belt worn by Metacomet, known to the English as King Phillip, who was among the Wampanoag leaders who resorted to a mutually destructive war in 1675-76 in defense of native lands against euro-colonial encroachment;

Whereas the history of relations between Massachusetts since colonial times and the Native Nations who continued to live within its borders includes the forced internment of thousands of so-called "praying Indians" on Deer Island in Boston Harbor, where they died by the hundreds of exposure in 1675, their subsequent enslavement in Boston, Bermuda and the Caribbean Islands, the offering of 40 pounds sterling as a bounty for the scalps of native men, women and children in Massachusetts in 1686 increased to 100 pounds sterling for the scalps of native adult males by 1722, half that amount for native women and children;

Whereas Native Nations within the boundaries of Massachusetts were kept in a state of serfdom, and their members legally considered incompetent wards of the state until the non-violent action of the so-called Mashpee Rebellion in 1833 led to the granting of native self-rule by the Massachusetts State Legislature in 1834, as if the sovereign right to native self-government was the Massachusetts legislature's to confer;

Whereas Native Americans were legally prohibited from even stepping foot into Boston from 1675 until 2004, when that law was finally repealed;

Whereas the 400th anniversary of the landing of the euro-colonists at Plymouth Plantation, which gave rise to the long chain of genocidal wars and deliberate policies of cultural destruction against Native Nations of this container is approaching in the year 2020, affording every citizen of the Commonwealth a chance to reflect upon this history and come to a new awareness of a better relationship between the descendants of the euro-colonial immigrants and the Native Nations of these shores;

And whereas Native Americans have long suffered many abuses of racism, the appropriation of their symbols for public schools and sports teams; the diminution and pollution of their ancestral lands and the encroachment of their cultural lifeways;

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Why change the State Flag and Seal?

Whereas all 50 American states have official flags and seals only two of them-Mississippi, which incorporates the Confederate battle flag, and Massachusetts which features the Colonial Broadsword of Miles Standish, hanging over the head of a Native American man, with the Latin phrase, translated, "By the Sword we seek Peace"- have come under sustained criticism as official state symbols of white supremacy. The change has the support of the Massachusetts Commission on Indian Affairs. Hartman Deetz, of the Mashpee Wampanoag said the sword above the artificial Indian reminds them of the beheading of their Chief Metacomet whose head was impaled on a pike in Plymouth for more than 20 years. Justin Beatty, a member of the Ojibwe and Supoini tribes said the flag and seal glorify violence between the peoples of Massachusetts.

Therefore, BE IT RESOLVED that the people of Eastham adopt this resolution in support of HD.2968 and SD.1495, a Resolve Providing for the creation of a special commission relative to the seal and motto of the Commonwealth to change the seal and flag so that it supports the values of the State of Massachusetts.

By Petition

BOARD OF SELECTMEN RECOMMENDATION: 2-1-2

FINANCE COMMITTEE RECOMMENDATION: 4-3

(Majority vote required)

ARTICLE 38

ACCEPT PUBLISHED REPORTS

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2019 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

TOWN OF EASTHAM ANNUAL TOWN MEETING, MAY 6, 2019

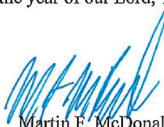
You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 19th day of April in the year of our Lord, Two Thousand and Nineteen.



Wallace F. Adams, II, Chair



Martin F. McDonald, Vice Chair



Aimee J. Eckman, Clerk



Jamie M. Rivers



Alexander G. Cestaro

EASTHAM BOARD OF SELECTMEN

Greetings:

In pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable



A True Copy Attest:



Susanne Fischer, Town Clerk

Minutes for the Annual Town Meeting held May 6, 2019

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Gymnasium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:10 p.m. with a quorum of 207 voters present. The Town Clerk read the call of Town Meeting.

Articles 1 through 7.

A motion was made and seconded by the Board of Selectmen to approve articles 1 – 7 as printed in the warrant and that the sum of **\$2,200** be raised and appropriated for Article 1; that the sum of **\$12,000** be transferred from free cash for Article 5; that the sum of **\$18,000** be transferred from free cash for Article 6; and that **\$87,656** be raised and appropriated for Article 7 so that the articles read as follows:

Article 1. To raise and appropriate **\$2,200** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Article 2. To assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Article 3. To accept the provisions of G. L. C.71, §16B, which would reallocate the sum of member towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called, for fiscal year 2020.

Article 4. To set FY20 spending limits for the revolving funds as follows: Recreation – Bottles & Cans **\$10,000**, Home Composting Bin/Recycling **\$1,200**, Vehicular Fuel Sales **\$35,000** and Council on Aging/Lower Cape Adult Day Center **\$12,500**.

Article 5. To transfer from free cash the sum of **\$12,000** from FY19 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitors Services Board on the following items: Landscaping, lighting, holiday decorations and general improvement on Windmill Green \$3,500, Flower Island support \$500, and Summer concerts \$8,000.

Article 6. To transfer from free cash the sum of **\$18,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth.

Article 7. To fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	\$ 500
Town Clerk	\$74,686
Selectmen (5) 2,500 each	<u>\$12,500</u>
Total	\$87,656

Articles 1-7 passed - majority vote declared by Moderator
Count: 368 Yes 7 No

Article 8. A motion was made and seconded by the Board of Selectmen to transfer from free cash the sum of \$43,416 to pay FY18 prior year unpaid bill and \$43,389 for the FY19 current year bill for a total of **\$86,805** in order to pay the Tri-Town pension liability for the costs of retirees shared by Eastham, Orleans & Brewster, billed late.

Passed – 4/5th majority vote declared by Moderator
Count: 369 Yes 10 No

Article 9. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash, the sum of **\$106,000** to the following accounts; **\$25,000** to the Fire Vehicle Repair Expense Line; **\$40,000** to the Data Processing Expense Line; **\$16,000** to the Veteran’s Services Expense Line; **\$15,000** to the Bank Charges Expense Line; and **\$10,000** to the Tax Lien Legal Line.

Passed – majority vote declared by Moderator
Count: 370 Yes 9 No

Article 10. A motion was made and seconded by the Board of Selectmen to transfer from free cash the sum of **\$50,000** to purchase and install fiber optic cable, radio repeaters and phone call boxes to provide needed communication in case of emergency to Eastham beaches with low or non-existent cellphone signal to improve emergency response to those beaches; and to purchase ER kits, supplies and improved signage.

Passed – 4/5th majority vote declared by Moderator
Count: 371 Yes 15 No

Article 11. A motion was made and seconded by the Board of Selectmen to transfer from free cash the sum of **\$25,000** to assist the Eastham 400 Commemoration Committee in preparing programs, special events, and other related expenses for the commemoration of the first landing; and further that said funds shall be authorized to be spent by the Board of Selectmen.

Passed – majority vote declared by Moderator
Count: 338 Yes 46 No

Article 12. A motion was made and seconded by the Board of Selectmen to set the operating budget at **\$30,741,731** as printed in the warrant, and to meet this expenditure, to raise and appropriate and use estimated receipts totaling **\$30,178,931**; and transfer from the Ambulance Receipts Reserved Fund **\$450,000** to Line 32 Fire Salaries; transfer from the Septic Loan Betterment Fund **\$20,400** to Line 80 Debt Expense; transfer from the Windmill Receipts Reserved Fund **\$1,000** to Line 75 Beach Salaries; transfer from the Government Media Access Fund **\$65,000** to Line 14 IT Department Salary; transfer from the Waterway Improvement Fund **\$2,000** to Line 20 Natural Resources Salary, transfer from the Library Trustee Fund **\$24,400** to Line 72 Library Salaries; and further transfer from Free Cash (dog receipts) an additional **\$2,500** to Line 73, Library Expense.

A motion was made and seconded to amend Article 12 by removing line item 48

Motion to amend failed to pass majority vote

Count: 57 Yes 321 No

Main motion passed – declared by Moderator

Count: 361 Yes 20 No

Article 13. A motion was made and seconded by the Board of Selectmen to appropriate **\$949,500** and to meet this appropriation, raise and appropriate **\$107,000**; transfer from Free Cash **\$742,500**; transfer from the Ambulance Receipts Reserved Fund **\$50,000**; transfer from the Government Media Access Fund **\$50,000**, for the purposes of acquiring the items and undertaking the improvements as printed in the warrant.

Passed – majority vote declared by Moderator

Count: 361 Yes 12 No

Article 14. A motion was made and seconded by the Board of Selectmen in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the Capital Improvement Plan for FY20-FY25, as printed in the warrant; except to reduce line 26 Trailer for Carolina Skiff in FY22 to **\$2,500**.

Passed – majority vote declared by Moderator

Count: 357 Yes 12 No

Article 15. A motion was made and seconded by the Board of Selectmen that **\$950,000** is appropriated for costs associated with continuation of the wastewater engineering & study for traditional and non-traditional systems for watershed protection of Salt Pond and the Nauset Estuary/Town Cove, working towards a Targeted Watershed Management Plan, including all costs incidental and related thereto; that to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow **\$950,000** and to issue bonds and notes therefor pursuant to M.G.L. Chapter 44, Sections 7, Clause 1, or any other enabling authority; provided, however, that any borrowing authorized hereunder shall be contingent on the passage of a Proposition 2 and ½ debt exclusion vote. Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Chapter 44, Section 20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Passed – 2/3 majority vote declared by Moderator

Count: 344 Yes 31 No

Article 16. A motion was made and seconded by the Board of Selectmen to amend the Eastham General Bylaw **Article I, Chapter 90, Delinquent Taxpayers**, with underlined text to be inserted and ~~struckthrough~~ text to be deleted, as follows:

§ 90-1 Authority to deny license or permit.

In accordance with the provisions of MGL, c. 40, § 57, as amended, the Town may deny any application for, or revoke or suspend a building permit, or any local license or permit, including renewals and transfers, issued by any board, officer, department for any person, corporation or business enterprise who has neglected or refused to pay any local taxes, fees, assessments, betterments or any other municipal charges, including amounts assessed under the provisions of MGL c. 40, § 21D, or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate whose owner has neglected to pay any local taxes, fees, assessments, betterments or any other municipal charges.

§ 90-2 List of delinquent taxpayers.

The tax collector or other municipal official responsible for records of all municipal taxes, assessments, betterments and other municipal charges, hereinafter referred to as the "tax collector," shall annually and may periodically, furnish to each department, board, commission or division, hereinafter referred to as the "licensing authority," that issues licenses or permits, including renewals and transfers, a list of any person, corporation or business enterprise, hereinafter referred to as the "party," that has neglected or refused to pay any local taxes, fees, assessments, betterments or other municipal charges ~~for not less than a twelve month period~~, and that such party has not filed in good faith a pending application for an abatement of such tax or pending petition before the Appellate Tax Board.

§ 90-3 Denial, revocation or suspension of license or permit.

The licensing authority may deny, revoke or suspend any license or permit which it has the authority to issue, including renewals and transfers, of any party whose name appears on said list furnished to the licensing authority from the tax collector or with respect to any activity, event or other matter which is the subject of such license or permit and which activity, event or matter is carried out or exercised or is to be carried out or exercised on or about real estate owned by any party whose name appears on said list furnished to the licensing authority from the tax collector; provided, however, that written notice is given to the party and the tax collector as required by applicable provisions of law and the party is given a hearing, to be held not earlier than 14 days after said notice. Said list shall be prima facie evidence for denial, revocation or suspension of said license or permit to any party. The tax collector shall have the right to intervene in any hearing conducted with respect to such license denial, revocation or suspension. Any findings made by the licensing authority with respect to such license denial, revocation or suspension shall be made only for the purpose of such proceeding and shall not be relevant to or introduced in any other proceeding at law, except for any appeal from such license denial, revocation or suspension. Any license or permit denied, suspended or revoked under this bylaw shall not be reissued or renewed until the licensing authority receives a certificate issued by the tax collector that the party is in good standing with respect to any and all local taxes, fees, assessments, betterments or other municipal charges, payable to the municipality as the date of issuance of said certificate.

§ 90-4 Payment agreements.

Any party shall be given an opportunity to enter into a payment agreement, thereby allowing the licensing authority to issue a certificate indicating said limitations to the license or permit, and the validity of said license shall be conditioned upon the satisfactory compliance with said

agreement. Failure to comply with said agreement shall be grounds for the suspension or revocation of said license or permit; provided, however, that the holder be given notice and a hearing as required by applicable provisions of law.

§ 90-5 Waivers.

The Board of Selectmen may waive such denial, suspension or revocation if it finds that there is no direct or indirect business interest by the property owner, its officers or stockholders, if any, or members of his immediate family, as defined in MGL c. 268A, § 1, in the business or activity conducted in or on said property.

§ 90-6 Exemptions.

As limited by MGL c. 40, § 57, this bylaw shall not apply to licenses and permits for the following: open burning, bicycles permits, sales of articles for charitable purposes, children work permits, clubs and associations dispensing food or beverage, dog licenses, fishing, hunting, trapping licenses, marriage licenses, and theatrical events, public exhibition permits.

Passed – majority vote declared by Moderator

Count: 354 Yes 15 No

Article 17. A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw, **Section IX Intensity Regulations, Subsection D.5 Residential Lot Intensity** by inserting the following language:

6. Any interior changes to existing framed structures where alterations will not result in changes to the exterior of the building footprint or visible changes to the site are exempt from site plan review.

Passed – 2/3 majority vote declared by Moderator

Count: 365 Yes 13 No

Article 18. A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw, **SECTION XII – ADMINISTRATION** by reformatting the section and inserting the following language with underlined text to be inserted and ~~strike through~~ text to be deleted, as follows:

B. SPECIAL PERMITS

1. Special Permits shall only be issued after a public hearing; which shall be held within 65 days after the filing of a special permit application with the Town Clerk, or special permit granting authority as may be required under Chapter 808 of the Acts of 1975, as amended. ~~The Planning Board shall be the Special Permit Granting Authority for Site Plan Approval.~~
2. ~~€~~ All special permits shall lapse three (3) years from date of issue unless construction or operation under said permit has commenced. All rights authorized by a variance shall be exercised within one (1) year of the date of grant of such variance. If a matter is under court appeal, a special permit or variance shall be deemed issued on the date that a final court determination enters in the case.

~~C.F.~~ OUTSIDE CONSULTANTS

1. ~~The Planning Board when sitting as a~~ A Special Permit Granting Authority may impose a reasonable fee on the applicant for the employment of outside consultants. Upon the selection of an outside consultant by majority vote of the ~~Planning Board, Special Permit Granting Authority~~ the applicant has 30 days to appeal the selection to the Board of Selectmen pursuant to the grounds set forth in M.G.L. Chapter 44, Section 53G.

D. ENFORCEMENT

1. This bylaw shall be enforced by the Building Commissioner. No building shall be erected or altered and no use of land or building shall commence or change except upon issuance of a permit by the Building Commissioner. Such permit shall be posted in a conspicuous place on the premises.
2. Any person, association, firm or corporation violating any of the provisions of this bylaw may be fined not more than \$300 for each offense. Each day that such a violation continues shall constitute a separate offense.
3. Noncriminal Disposition process. Violations of the zoning bylaw provisions may be sanctioned through the noncriminal disposition process authorized by Massachusetts General Laws Chapter 40, Section 21D, as amended. Resort to this noncriminal disposition method shall lie within the discretion of the Building Commissioner, or his or her designee. The option of noncriminal disposition shall exist in addition to all other available enforcement alternatives.
4. The enforcement officer who takes cognizance of a violation of the bylaw subject to this noncriminal disposition process and who elects, as an alternative to criminal process, to proceed with noncriminal enforcement, shall give the offender a written notice to appear before the clerk of the Orleans Division of the District Court Department at any time during office hours, but not later than twenty-one (21) days after the date of such notice.

Each day during which a violation of a zoning bylaw provision continues shall be deemed to be a separate offense subject to the noncriminal disposition process.

~~D. This By-law shall be enforced by the Building Inspector. The Building Inspector may resort to the Courts for injunctions or other appropriate remedies.~~

~~E. The penalty for violation of any provision hereof shall be a fine of not more than \$500.00 for each offense. Each violation and each day of violation shall constitute a separate offense, punishable by fine.~~

Passed – 2/3 majority vote declared by Moderator
Count: 351 Yes 20 No

Article 19. A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw, Section, Section II.A-, III, V, VIII, IX, X, XI, XIII and XVIII and appendix with underlined text to be inserted and ~~strike through~~ text to be deleted, as follows:

~~**DISTRICT C**—An area to serve the industrial needs of the community.~~

~~**DISTRICT D**—A retail sales and/or service area.~~

~~**NORTH EASTHAM OVERLAY DISTRICT I⁺**—An area overlying Districts A, C and D and a portion of District E, available for optional village style mixed use development, and as shown on the map entitled “Overlay District Vision Study” dated February 20, 2014 rev. March 5, 2014.~~

DISTRICT I² – EASTHAM CORRIDOR SPECIAL DISTRICT

The purpose of the Eastham Corridor Special District (ECSDD), as designated in Barnstable County Ordinance 17-12, is to enhance and protect the character of Eastham’s commercial areas, encourage mixed-use development, support and enhance the economy in North Eastham, improve bicyclist and pedestrian safety and access along the Route 6 corridor, minimize traffic conflicts and improve access management throughout the District, expand opportunities for creation of affordable

housing, and adopt best management practices to manage nutrients discharged through stormwater within the District.

And to further amend

SECTION III – DEFINITIONS by inserting the following language

Accessory Dwelling Unit (ADU): Shall be a separate housekeeping unit containing independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking and sanitation. Which may be incorporated within a lawful principal single-family dwelling or commercial structure or within a detached building accessory to and on the same lot as a lawful principal single-family dwelling or commercial structure which the ADU shall be clearly subordinate in design to that principal single-family dwelling.

And to further amend

SECTION V - USES as follows:

~~DISTRICT C—Manufacturing, assembling, processing, packaging, warehousing, storage and shipping of non-hazardous or non-toxic goods and materials; plumbing, electrical, carpentry or similar service and repair facilities; concrete batching plants; manufacturing of house framing, furniture and like products; repair shops for automobiles, trucks and marine equipment; contractors' yards; boat building, repairs and storage; rental of automobiles, trucks and trailers; wholesale bakeries; auction houses, kennels. Except as otherwise noted sales, retail or wholesale, shall be permitted so long as they are strictly incidental to the primary use and provided that a designated sales area, separate from the operational area, is maintained in order to provide for the protection and safety of customers. No residences shall be allowed.~~

~~Business band radio antennas are allowed in this district subject to the building height restrictions of these By-Laws.~~

~~Any light industry or heavy industry not specifically permitted above may be permitted by a grant of a Special Permit from the Zoning Board of Appeals. Upon application for a Special Permit to the Zoning Board of Appeals, the Board shall conduct a public hearing on said application within sixty-five (65) days after the filing of the application pursuant to Massachusetts General Laws, Chapter 40A, Section 9. A decision by the Zoning Board of Appeals based upon an application for a Special Permit shall be based upon an evaluation of all the evidence presented at the public hearing by the Petitioner and interested parties as it relates to the fulfillment of the spirit and intent of this By-law without substantial detriment to the public good or any neighborhood affected. Such permits may also impose conditions, safeguards, and limitations on the applied for use which are necessary to the fulfillment of the intent of this By-law without causing substantial detriment to the public good or to any neighborhood affected.~~

~~Adult uses as defined in Section II of this by-law may only be permitted by a grant of a special permit by the Zoning Board of Appeals.~~

~~**DISTRICT D—**Antique shops, craft and gift shops, hair styling and barber shops, offices, art galleries, banks, animal hospitals, kennels, funeral homes, nurseries and florists, fitness centers, lodges, retail stores and shops. Residential apartments are allowed above businesses of a permitted nature provided such residences occupy no more than 50% of the structure.³~~

~~In any Convenience Store, as defined in Section II – Definitions, no food preparation or heating will take place on the premises except the preparation of hot beverages. All food is to be sold in sealed packages, with the exception of fresh produce~~

And to further amend

SECTION VIII – PROHIBITED USES as follows

The following uses shall be prohibited in the Town of Eastham in Districts A, B, ~~C, D~~, E, F, G and H.

And to further amend

SECTION IX – INTENSITY REGULATIONS, SUBSECTIONS A.3 and A.4 as follows:

3. In Districts B, ~~C, D~~, and E, no business structure shall be built on a lot with an area of less than 40,000 square feet.

4. All lots in Districts A, B, ~~C, D~~, and E shall have frontage of at least 50 feet on an accepted public way, a way shown on a plan approved or endorsed in accordance with the subdivision control regulations or a way in existence when the subdivision control law became effective having, in the opinion of the Planning Board, sufficient width, suitable grades and adequate construction to provide for the needs of vehicular traffic in relation to the proposed land use. Panhandle lots shall have frontage of at least 40 feet on an accepted public way or private way as described above

And to further amend

SECTION IX – INTENSITY REGULATIONS, by inserting immediately after the heading the following new subheading:

See also SECTION V - DISTRICT I for setback requirements for properties located within the Eastham Corridor Special District.

And to further amend Section IX – Intensity Regulations, Subsection B.2 by deleting the text struck-through below as follows:

2. In Districts B, ~~D~~, and E, all new construction, including residential, commercial, or other, shall be set back a minimum of 100 feet from all ways. Side and rear setbacks shall not be less than twenty-five (25) feet.

And to further amend

Section IX – Intensity Regulations, Subsection B.3 by deleting said subsection entirely as follows:

~~3. In District C, all new construction shall be set back a minimum of fifty (50) feet from all ways. Side and rear setbacks shall not be less than twelve (12) feet~~

And to further amend Section IX – Intensity Regulations, Subsection B.6 by deleting the text struck-through below as follows:

6. Setback requirements for detached accessory buildings used for any purpose, in Districts A, B, ~~C, D~~, E, G & H, regardless of when the lot was created, shall be
 - a minimum separation of eight (8) feet between all buildings; and

- a minimum of twelve (12) feet and at least the maximum height of the accessory structure from the side and rear property lines; and
- thirty (30) from any street or way.

And to further amend

SECTION X – PARKING REQUIREMENTS by inserting immediately following the heading the following new subheading:

See also **SECTION V - DISTRICT I** for parking requirements for properties located within the Eastham Corridor Special District.

And to further amend

SECTION XI – LANDSCAPING REQUIREMENTS by inserting immediately following the heading the following new subheading:

See also **SECTION V - DISTRICT I** for properties located within the Eastham Corridor Special District (ECSD).

And to further amend

SECTION XI – LANDSCAPING REQUIREMENTS by revising the opening sentence as follows:

In Districts B, ~~C, D,~~ and E, excluding one (1) and two (2) family dwellings, the following landscaping standards shall be in effect:

And to further amend

SECTION XIII – SITE PLAN APPROVAL – SPECIAL PERMIT by inserting immediately following the heading the following new subheading:

See also **SECTION V - DISTRICT I** for properties located within the Eastham Corridor Special District (ECSD).

And to further amend

SECTION XVIII – TOWN OF EASTHAM SIGN CODE amending the table describing the type and size of permitted signs by deleting the section heading struck-through below and replacing them with the corresponding new zoning district section headings as follows:

~~District C Industrial~~ TP Trade Park

~~District D Retail Sales and Service~~

District CC-Core Commercial

District TC - Transition Commercial

District LC -Limited Commercial

District OF – Office Residential

And to further amend

APPENDIX – ZONING DISTRICT BOUNDARIES as follows:

DISTRICT C:⁴

Bounded on the north by the southerly lot line of Lots B41-1Y and BRC, the southerly and easterly lot lines of Lot B41-1B-4, and the southerly side line of Brackett Road; on the east by the westerly side line of the Cape Cod Rail Trail/former Penn Central Railroad right of way; on the south by the southerly lot line of B41-6B & T; and on the west by the westerly lot line of Lots 41-6B and T, B41-6C, B41-1T, B41-U, B41-1AA, B41-1V-2, and from the northwest corner of Lot B41-1V-2 to the southwest corner of Lot B41-1Y and the point of beginning.

DISTRICT D:

EAST PORTION: Excluding land in District C above, bounded on the north by the north lot line of B32-4C, B32-5A and B32-6; on the east by the Cape Cod Rail Trail/former Penn Central Railroad right of way; on the south by Orchard Road, and on the west by Route 6.

WEST PORTION: Bounded on the north by the north lot line of B35, Lot NV29; on the east by Route 6; on the south by the south lot line of B41, Lot FS-1; and on the west by Massasoit Road, Oak Road, and the west lot lines of B35, Lots B35-12D, B35-12B, and B35-NV29;⁵ and Lots EGB-B, EGB-C, EGB-1, EGD-2, EGB-3, and B40-4-1.

DISTRICT I – EASTHAM CORRIDOR SPECIAL DISTRICT

Shown on a map entitled “Eastham Corridor Special District (ECSD)” Adopted May 7, 2018
Add boundary description from original DCPC

GROUNDWATER PROTECTION DISTRICT

Shown on a map entitled “Town of Eastham Groundwater Protection Overlay District” dated January 7, 2016

Passed – 2/3 majority vote declared by Moderator
Count: 333 Yes No 20

Article 20. A motion was made and seconded by the Board of Selectmen to amend the Eastham Zoning Bylaw, **Section VII-Accessory Uses, Subsection C Accessory Dwelling Units** by deleting it and replacing it with a new **Section VII-Accessory Uses** and inserting the following language with underlined text to be inserted and ~~struckthrough~~ text to be deleted, as follows:

To see if the Town will vote to amend the Eastham Zoning Bylaw, **SECTION VII ACCESSORY USES SUBSECTION C ACCESSORY DWELLING UNITS** by removing the section in its entirety and replacing it with the following:

SECTION VII – ACCESSORY USES

C. Accessory Dwelling Units

1. Purpose

- a. To diversify the types of housing available in the community and broaden housing opportunities for households of all income levels, ages and sizes.
- b. To encourage and support a stable and diverse year round community and a robust local workforce.

- c. To prevent the displacement of current Eastham residents and encourage the influx of new residents.
- d. To encourage a more efficient use of the Town's housing supply and building stock while maintaining the character of the areas in which the Accessory Dwelling Units (ADUs) are located.

2. Use Regulations:

Y = Permitted Use SP = Special Permit X = Prohibited Use

	<u>District A Residential</u>	<u>District B Marina</u>	<u>District E Residential/ Limited Commercial</u>	<u>District F Seashore</u>	<u>District G Water Resource Protection</u>	<u>District H Wellhead Protection</u>
<u>ADU located on residential lot</u>	<u>Y</u>	<u>X</u>	<u>Y</u>	<u>SP</u>	<u>Y</u>	<u>X</u>
<u>ADU Located on commercial lot</u>	<u>SP</u>	<u>X</u>	<u>Y</u>	<u>SP</u>	<u>SP</u>	<u>X</u>

<u>EASTHAM CORRIDOR SPECIAL DISTRICT (DCPC)</u>					
	<u>Core Commercial</u>	<u>Transition Commercial</u>	<u>Trade Park</u>	<u>Office Residential</u>	<u>Limited Commercial</u>
<u>ADU Located on residential lot</u>	<u>Y</u>	<u>Y</u>	<u>X</u>	<u>Y</u>	<u>Y</u>
<u>ADU Located on commercial lot</u>	<u>Y</u>	<u>Y</u>	<u>X</u>	<u>Y</u>	<u>Y</u>

- a. An Accessory Dwelling Unit (ADU) that conforms to the dimensional requirements of the Eastham Zoning Bylaw shall be permitted as a by right use accessory to a lawful single family dwelling.
- b. Nothing in this bylaw shall be construed as altering or preempting the provisions of District F (Seashore District). Owners of property located within Seashore District are advised to consult with representatives from Cape Cod National Seashore before seeking permits.

3. Conditions and Requirements

- a. For residential properties, only one Accessory Dwelling Unit (ADU) is permitted for each principal dwelling unit. The creation of an ADU in addition to an existing guest house located on the site is prohibited.

- b. The Accessory Dwelling Unit (ADU) shall be a separate housekeeping unit containing independent living facilities for one or more persons, including permanent provisions for living, sleeping, eating, cooking and sanitation.
- c. An Accessory Dwelling Unit (ADU) shall be clearly subordinate in use, size and design to the principal structure on the site. An ADU shall be designed so that, to the maximum extent feasible, the appearance of the property on which it is to be located remains consistent with the principal structure/use on the site and the privacy of abutting properties is maintained.
- d. An Accessory Dwelling Unit (ADU) does not require a minimum acreage of buildable upland.
- e. The Accessory Dwelling Unit (ADU) shall contain no more than two bedrooms. The total number of bedrooms allowed on the subject site shall be limited to the number permitted under Eastham Board of Health regulations and 310 CMR 15.00 - The State Environmental Code, Title 5.
- f. Accessory Dwelling Units shall not be larger than 1200 square feet or fifty percent of the site coverage of the principal dwelling, whichever is smaller. The Zoning Board of Appeals may grant a Special Permit for an Accessory Dwelling Unit exceeding fifty percent of the site coverage of the principal dwelling unit where such unit will not exceed 1200 square feet.
- g. At least one (1) off-street parking space in addition to that required for the principal structure/use is required for each Accessory Dwelling Unit (ADU).
- h. An Accessory Dwelling Unit (ADU) may not be conveyed separate and apart from principal dwelling on the lot, nor shall the principal dwelling and the ADU be converted to condominium form of ownership.
- i. Either the accessory dwelling unit or the principal dwelling to which it is accessory shall be rented and/or leased on a year-round basis. At no time shall both the principal dwelling and the accessory dwelling be rented and/or leased simultaneously for a period of less than twelve (12) consecutive months.

4. Regulatory Review Requirements

a. Zoning Board of Appeals Approval

1. Special Permits

A Special Permit from the Zoning Board of Appeals is required in the following instances:

- The subject property is preexisting non-conforming to the use, lot size or dimensional setback requirements of the Eastham Zoning Bylaw.

- The proposed Accessory Dwelling Unit (ADU) will result in the increase to a pre-existing non-conformity.
- The proposed Accessory Dwelling Unit (ADU) will exceed fifty percent of the site coverage of the principal dwelling unit.
- The subject property is located within the Seashore District.

The Zoning Board of Appeals shall review the proposed Accessory Dwelling Unit (ADU) utilizing the criteria listed under Zoning Bylaw Section VI.D – Non-Conforming Uses.

2. Variances

- Accessory Dwelling Units (ADUs) shall not be eligible for zoning use variances, or for dimensional variance relief proposing to increase the allowable number of ADUs on a lot.

b. Planning Board Approval

1. Site Plan Approval – Residential (Residential properties all zoning districts)

Site Plan Approval is required if the proposed Accessory Dwelling Unit (ADU) meets the criteria under Zoning Bylaw Section IX.D – Residential Lot Intensity.

- The Planning Board shall review the proposed Accessory Dwelling Unit (ADU) utilizing the standards and criteria listed under Zoning Bylaw Section XIV.F – Site Plan Approval – Residential.

2. Site Plan Approval – Special Permit (Commercial properties in District E)

Site Plan Approval - Special Permit is required if the proposed Accessory Dwelling Unit (ADU) meets the criteria under Section XIII.B – Projects Requiring Site Plan Approval – Special Permit.

- The Planning Board shall review the proposed Accessory Dwelling Unit (ADU) utilizing the standards and criteria listed under Zoning Bylaw Section XIII – Site Plan Approval – Special Permit.

3. Accessory Dwelling Units within the Eastham Corridor Special District:

Minor Site Plan, Major Site Plan or Special Permit approval is required if the proposed Accessory Dwelling Unit (ADU) meets the criteria under Section V.I - Eastham Corridor Special District.

- The Planning Board or in the case of Minor Site Plan Approval, its designee shall review the proposed Accessory Dwelling Unit (ADU) utilizing the standards and criteria listed under Section V.I. – Eastham Corridor Special District.

5. Building and Health Compliance

- a. The construction of an Accessory Dwelling Unit (ADU) must be in conformity with the Massachusetts State Building Code, the Eastham Board of Health Regulations, including Section III. A. - Rental of Premises to be Used for Human Habitation, the State Environmental Code 310 CMR 15.0 and Massachusetts Housing Code 105 CMR 400 and must be lawful under all other provisions of applicable federal, state and local laws and regulations.

6. Monitoring and Enforcement:

- a. Prior to the issuance of a Building Permit or a Special Permit, a certificate in the form of a notarized affidavit to verify that either the principal dwelling or the accessory dwelling unit will be rented and/or leased for a period of not less than twelve (12) consecutive months shall be submitted to the Building Commissioner.
- b. Use of an ADU shall require the filing of a Certificate of Registration with the Eastham Health Department. The owner shall thereafter renew the rental registration annually with the Eastham Health Department.
- c. A determination that the owner failed to comply with the provisions of this Bylaw shall be evidence that the rights and benefits conferred under the Building Permit, Special Permit, Site Plan Approval or Rental Registration were abandoned or otherwise surrendered and discontinued by the owner and all such rights and benefits shall lapse and the elements that make the accessory dwelling unit a separate dwelling unit shall be removed from the property within 90 days of said final determination, with the owner to comply with all requirements of the Massachusetts State Building Code, the Eastham Board of Health Regulations, the State Environmental Code 310 CMR 15.0 and Massachusetts Housing Code 105 CMR 400 and must be lawful under all other provisions of applicable state and local laws and regulations in removing all elements determined to be unpermitted. In addition, failure of the owner to comply with the provisions of this Bylaw shall be punishable by fine as established under Section XII. of the Eastham Zoning Bylaw which states that the penalty for violation of any provision hereof shall be a fine of not more than \$300.00 for each offense. Each violation and each day of violation shall constitute a separate offense, punishable by fine.

7. Amnesty:

- a. In an effort to meet local housing needs, real property containing an accessory dwelling unit, as described in this Section, for which a validly-issued Variance, Special Permit, Building Permit, Occupancy Permit or Rental Certificate does not exist, may apply to the Building Department for an Occupancy Permit or the Special Permit Granting Authority for a Special Permit or to the Health Department for a Rental Certificate to continue legal use as an accessory dwelling unit. Amnesty shall not be granted unless the septic loading capacity for existing structure(s) and the existing approved septic flow for the property both comply with the requirements of the Eastham Board of Health regulations and 310 CMR 15.00 – The State Environmental Code, Title 5. Failure to comply with all pertinent State and local rules and regulations shall result in forfeiture of the accessory dwelling unit and/or the removal of the bedroom(s) causing exceedance to the approved septic flow capacity of the property.

- b. To qualify for amnesty under this Section, the unlawful accessory dwelling unit must be a single accessory dwelling unit that is accessory to a single-family dwelling or detached accessory structure and must have been in existence prior to the date of adoption of this bylaw. It shall be the burden of the applicant to prove to the Building Department in the case of by right and to Special Permit Granting Authority in the case of a Special Permit and/or the Board of Health for issues within the purview of the Board of Health that the unlawful apartment was in existence before that date.
- c. The amnesty provisions of this bylaw shall expire on and shall no longer be available after five years from the passage of this bylaw.

8. **Severability**

- a. If any provision of this Bylaw is held invalid by a court of competent jurisdiction, the validity of the remaining portions of the Bylaw shall not be affected thereby.

Passed – 2/3 majority vote declared by Moderator
Count: 324 Yes 50 No

Article 21. A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to petition the General Court for special legislation in order to authorize the town to appropriate money to provide low-interest loans to homeowners to connect to the town's public water system; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition.

AN ACT RELATIVE TO WATER CONNECTIONS IN THE TOWN OF EASTHAM.
Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section 1. The Town of Eastham is hereby authorized to establish a water connection assistance program for property owners in the town in order to assist such owners to connect to the town's water distribution system. Said program shall be consistent with the terms and conditions as are provided for in chapter one hundred and eleven, section one hundred and twenty-seven B and one-half of the General Laws.

Section 2. Any costs incurred under the provisions of this section may be funded by an appropriation or issuance of debt, provided that any debt incurred shall be subject to the provisions of chapter forty-four and shall not exceed twenty years.

Section 3. Any appropriation or borrowing by the town for purposes contained within this section shall not be included for the purpose of computation of the levy or borrowing limits otherwise imposed upon the town by the general laws.

Section 4. An owner may petition the board of selectmen or other appropriate authority in charge of the town's water distribution system to enter into an agreement, subject to appropriation, authorizing the board of selectmen or other authority to cause the premises to be connected to the town's water distribution system. An owner who enters into such an agreement shall be responsible for all expenses incurred by the town, directly or indirectly, for such connection. A notice of such agreement shall be recorded as a betterment and be subject to the provisions of chapter eighty relative to the apportionment, division, reassessment and collection of assessment, abatement and collections of assessments, and to interest; provided, however, that for purposes of this section, such lien shall take effect by operation of law on the day immediately following the due date of such assessment or apportioned part of such assessment and such assessment may bear interest at a rate determined by the

town treasurer by agreement with the owner at the time such agreement is entered into between the board of selectmen and the property owner. In addition to remedies available under chapter eighty, the property owner shall be personally liable for the repayment of the total costs incurred by the town under this section; provided, however, that upon assumption of such personal obligation to a purchaser or other transferee of all of the original owner's interest in the property at the time of conveyance and the recording of such assumption, the owner shall be relieved of such personal liability.

Section 5. The board of selectmen may enact regulations to carry out the water connection assistance program that are within the general scope and intent of the Act.

Section 6. This Act shall take effect upon its passage.

Passed – majority vote declared by Moderator

Count: 360 Yes 15 No

Article 22. A motion was made and seconded by the Board of Selectmen to authorize to acquire by purchase, gift, eminent domain, or otherwise, to be held by the Board of Selectmen for general municipal purposes, a parcel of land consisting of ten and 8/10 (10.8) acres, more or less, located at 4790 State Highway, Eastham, Barnstable County, Massachusetts and more accurately shown in a plan entitled, "Plan of Land in Eastham, Massachusetts, prepared for Angelo's Supermarkets, Inc." dated January 10, 1986 by Nickerson & Berger, Inc., and recorded with the Barnstable County Registry of Deeds in Book 410, Page 32 under such terms and conditions as the Board of Selectmen determine to be in the best interests of the Town; and that the sum of **\$1,600,000** is appropriated for the acquisition, including all costs incidental and related thereto; that to meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow **\$1,600,000** and to issue bonds and notes therefor pursuant to M.G.L. Chapter 44, Sections 7, Clause 1, or any other enabling authority; provided, however, that any borrowing authorized hereunder shall be contingent on the passage of a Proposition 2 and ½ debt exclusion vote. Any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with M.G.L. Chapter 44, Section 20, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

Passed – 2/3 majority vote declared by Moderator

Count: 344 Yes 36 No

Article 23. A motion was made and seconded by the Board of Selectmen to transfer **\$175,184.32** from the Rock Harbor Dredge Project to the Nauset Estuary Dredge Project (Fund 3016) to be used to pay for expenses related to the permitting, engineering and study of the environmental impact of said project.

A motion was made and seconded to indefinitely postpone Article 23

Passed – majority vote as declared by Moderator

Count: 208 Yes 131 No

Articles 24 through 26.

A motion was made and seconded by the Board of Selectmen to approve articles 24–26 as printed in the warrant so that the articles read as follows:

Article 24. To appropriate and transfer, pursuant to the provisions of G.L. C44B (6) from the FY20 estimated community preservation revenues to reserves in the following amounts: **\$85,588** open space purposes, **\$85,588** historic preservation purposes, **\$85,588** affordable housing purposes, **\$85,588**

active recreation purposes and **\$513,529**, to the FY20 Community Preservation budgeted reserves for appropriation for a total of **\$855,881** as recommended by the Community Preservation Committee.

Article 25. To transfer and appropriate **\$42,794** from the FY20 estimated Community Preservation revenues as allowed by law to cover administrative support expenses.

Article 26. To transfer from FY18 CPA Receipts **\$73,500** from Community Preservation Undesignated Fund Balance for the purpose of paying the debt payment for the Aschettino Land Purchase.

Articles 24-26 passed - majority vote declared by Moderator
Count: 284 Yes 9 No

Article 27. A motion was made and seconded by the Board of Selectmen to transfer the sum of **\$7,500** from Community Preservation Affordable Housing Reserves to The Cape Community Housing Partnership for the purposes of funding the "Cape Housing Institute" and further to authorize the Board of Selectmen to enter into a grant agreement for this purpose.

Passed - majority vote as declared by Moderator
Count: 278 Yes 19 No

Article 28. A motion was made and seconded by the Board of Selectmen to transfer the sum of **\$250,000** from Community Preservation Undesignated Fund balance to the Eastham Affordable Housing Trust in support of housing assistance programs including a Rental Subsidy Program, a Housing Preservation Program, a Lease to Own Program and a Closing Cost Assistance Program or other programs deemed appropriate by the Eastham Affordable Housing Trust. Housing units created under any of the current and proposed affordable housing assistance programs would be subject to such terms and conditions, which the Eastham Affordable Housing Trust may require, in order to ensure the long-term viability of affordable housing units.

Passed - majority vote as declared by Moderator
Count: 274 Yes 23 No

Article 29. A motion was made and seconded by the Board of Selectmen to transfer the sum of **\$30,000** from The Community Preservation Historic Reserve for the purpose of conducting a survey to identify, describe, and preserve significant historic buildings, structures, archeological sites and landscapes within the Town of Eastham.

Passed - majority vote as declared by Moderator
Count: 276 Yes 21 No

Article 30. A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to acquire a parcel of land containing 5.76 acres, located at 0 Nauset Road as printed in the warrant, and to transfer the sum of **\$120,000** from the Community Preservation Open Space Reserves for said acquisition.

Passed - majority vote as declared by Moderator
Count: 282 Yes 13 No

Article 31. A motion was made and seconded by the Board of Selectmen to transfer the sum of **\$6,000** from The Community Preservation Open Space Reserves as a grant to the Eastham Conservation Foundation, a nonprofit organization for the purpose of undertaking stewardship and preservation of 13 town-owned conservation properties, and to make them more functional for their intended uses. Funds shall be used to pay for expenses associated with monitoring the properties and enforcement of conservation restrictions. This grant will cover expenses incurred for stewardship for FY20 through FY24.

Passed - majority vote as declared by Moderator
Count: 285 Yes 2 No

Article 32. A motion was made and seconded by the Board of Selectmen to transfer the sum of **\$135,000** from Community Preservation Undesignated Fund Balance for remediation activities to restore the water quality of Minister/Schoolhouse Ponds.

Passed - majority vote as declared by Moderator
Count: 280 Yes 7 No

Article 33. A motion was made and seconded by the Board of Selectmen to transfer the sum of **\$22,000** from The Community Preservation Active Recreation Reserves to be used to develop a plan for restoration and expansion of recreational facilities at Wiley Park.

Passed - majority vote as declared by Moderator
Count: 275 Yes 19 No

Article 34. A motion was made and seconded by the Board of Selectmen to transfer the sum of **\$20,000** from The Community Preservation Active Recreation Reserves to purchase beach access mats a.k.a. "Mobi-Mats" in order to make public beaches throughout the town more functional for their intended uses.

Passed – majority vote as declared by Moderator
Count: 279 Yes 4 No

Article 35. Petitioner Lisa A. Roberts made a motion which was seconded, that the Town of Eastham vote to protect its natural resources by prohibiting the use of single-use plastic bags by all retail establishments as of November 1, 2020, after a phase-out period of eighteen months.

1. Purpose and Intent:

The production and use of single-use plastic bags have significant effects on the marine and land environment of all coastal communities, including but not limited to: contributing to the potential death of marine and terrestrial animals through ingestion and entanglement; contributing to pollution of the land and coastal environment; clogging our storm drainage systems; creating a burden to our solid waste collection and recycling efforts; and requiring the use of millions of barrels of non-renewable, polluting fossil fuel nationally for their manufacture. Therefore, the Town of Eastham seeks to protect its natural resources by prohibiting the use of single-plastic bags by all retail establishments as of November 1, 2020, after a phase out period of eighteen months.

2. Definitions

Food and Retail Establishment: any business selling goods, food, or services to the public, including but not limited to: markets; restaurants; bars; take-out food purveyors; and merchandise retailers.

Single-Use Plastic Bag: a bag made of plastic, including but not limited to bags made of high-density polyethylene, low density polyethylene, 'biodegradable', 'compostable', with a thickness of less than 4

mills provided at the checkout stand, cash register, point of sale or other point of departure intended for the purpose of transporting food or merchandise out of the Establishment.

Reusable Bag: a bag that is specifically designed and manufactured for multiple reuse and is made of cloth or other durable material.

3. Applicability

The requirements of this article shall apply to single-use plastic bags, as defined above. Said bags shall no longer be distributed, sold, or provided at any Town of Eastham Establishment after the 18 month phase out period. Any stock remaining after that date shall be recycled or returned to the manufacturer by the Establishment. Establishments may provide paper, reusable bags, or boxes at no charge, or charge a fee which would be kept by the Establishments, as they so desire.

4. Exemptions

The following are exempt and not subject to the provisions of this article: 1. Plastic bags used for newspapers, pet waste, yard waste, household garbage, or protective dry cleaning bags

2. Bags sold in quantity (bulk) for home food storage

3. Bags used for the protection of raw foods, including but not limited to, produce or meat/fish products

4. Packaging used during the transport of products to an Establishment from the manufacturer

5. Enforcement

Enforcement will be decided after the adoption of this article and before the date it goes into effect.

Passed – majority vote as declared by Moderator

Count: 264 Yes 22 No

Article 36. Petitioner Deborah D. Ullman made a motion which was seconded, that the Town of Eastham protect its natural resources by prohibiting the use of single-use polystyrene containers, and counterparts, as of November 1, 2020, after a phase-in period of eighteen months after the adoption of this article.

1. Purpose and Intent:

The use and disposal of polystyrene products are proven to have significant negative impacts on marine and land environment of our coastal community, including but not limited to: A. contributing to the harm of marine and terrestrial wildlife through ingestion and entanglement; B. pollution and degradation of the terrestrial and coastal environment; C. Human risk through exposure to harmful carcinogens used in the making of polystyrene products; and D. Disposal burdens for solid waste collection and recycling facilities. Therefore, the Town of Eastham seeks to protect its natural resources and the well-being of its residents by prohibiting food or retail establishments from distributing single-use disposable polystyrene containers, and counterparts, as of November 1, 2020, after a phase out period of eighteen months.

2. Definitions

Single-Use Polystyrene Disposable Containers and Counterparts: single-use disposable products for serving or transporting food or beverages, including but not limited to, take out foods and/or partially consumed meals prepared by a restaurant and/or retail food establishment. This includes, but is not limited to, plates, cups, bowls, trays, hinged or lidded containers, straws, cup lids, and cutlery.

Expanded Polystyrene (EPS): polystyrene that has been expanded or “blown” using a gaseous blowing agent into a solid form.

Polystyrene: expanded and extruded forms of thermoplastic, petrochemical materials utilizing a styrene monomer and processed by any number of techniques including, but not limited to, fusion of polymer spheres (expandable bead polystyrene), injection molding, form molding, and extrusion blown molding

(extruded foam polystyrene), sometimes called Styrofoam, a Dow Chemical Co. trademarked form of polystyrene foam.

Food Establishments: any operations, including but not limited to, restaurants, schools, charitable associations, food trucks, farmer's markets, concession stands, and other public venues that store, prepare, package, serve, vend or otherwise provide food for human consumption.

Retail Establishments: any commercial business facility that sells goods directly to consumers, including but not limited to, grocery stores, pharmacies, liquor stores, convenience stores, retail stores and vendors selling clothing, food, and personal items, dry cleaning services, theaters and all other food service establishments.

Public Venues: operations such as meeting halls, Town offices, public facilities and recreation areas.

Passed – majority vote as declared by Moderator
Count: 269 Yes 14 No

Article 37. Petitioner Dianne W. Ashley made a motion which was seconded, that the people of Eastham support the bills in the House and Senate to create a special commission to change the seal and motto of the state so that they support the values of the State of Massachusetts.

Whereas the history of the State of Massachusetts is replete with instances of conflict between the European Colonists and the Native Nations of the region, who first extended the hand of friendship to the Colonists on their own shores in 1620, and helped them survive starvation during the settlers' first winters on their land;

Whereas members of the Native Nation for whom the State of Massachusetts is named were ambushed and killed by Myles Standish, first commander of the Plymouth Colony, in April of 1623, barely two years after the Pilgrims arrived on their shores;

Whereas the naked colonial broadsword brandished above the head of the native man on the Massachusetts state flag and seal is copied from Myles Standish's own broadsword, borrowed from the Pilgrim Hall in Plymouth by the illustrator Edmund Garrett in 1884;

Whereas the belt binding the native's cloak on the flag and seal is modeled after a belt worn by Metacomet, known to the English as King Phillip, who was among the Wampanoag leaders who resorted to a mutually destructive war in 1675-76 in defense of native lands against euro-colonial encroachment;

Whereas the history of relations between Massachusetts since colonial times and the Native Nations who continued to live within its borders includes the forced internment of thousands of so-called "praying Indians" on Deer Island in Boston Harbor, where they died by the hundreds of exposure in 1675, their subsequent enslavement in Boston, Bermuda and the Caribbean Islands, the offering of 40 pounds sterling as a bounty for the scalps of native men, women and children in Massachusetts in 1686 increased to 100 pounds sterling for the scalps of native adult males by 1722, half that amount for native women and children;

Whereas Native Nations within the boundaries of Massachusetts were kept in a state of serfdom, and their members legally considered incompetent wards of the state until the non-violent action of the so-called Mashpee Rebellion in 1833 led to the granting of native self-rule by the Massachusetts State Legislature in 1834, as if the sovereign right to native self-government was the Massachusetts legislature's to confer;

Whereas Native Americans were legally prohibited from even stepping foot into Boston from 1675 until 2004, when that law was finally repealed;

Whereas the 400th anniversary of the landing of the euro-colonists at Plymouth Plantation, which gave rise to the long chain of genocidal wars and deliberate policies of cultural destruction against Native Nations of this container is approaching in the year 2020, affording every citizen of the Commonwealth a chance to reflect upon this history and come to a new awareness of a better relationship between the descendants of the euro-colonial immigrants and the Native Nations of these shores;

And whereas Native Americans have long suffered many abuses of racism, the appropriation of their symbols for public schools and sports teams; the diminution and pollution of their ancestral lands and the encroachment of their cultural lifeways;

Why change the State Flag and Seal?

Whereas all 50 American states have official flags and seals only two of them-Mississippi, which incorporates the Confederate battle flag, and Massachusetts which features the Colonial Broadsword of Miles Standish, hanging over the head of a Native American man, with the Latin phrase, translated, "By the Sword we seek Peace"- have come under sustained criticism as official state symbols of white supremacy. The change has the support of the Massachusetts Commission on Indian Affairs. Hartman Deetz, of the Mashpee Wampanoag said the sword above the artificial Indian reminds them of the beheading of their Chief Metacomet whose head was impaled on a pike in Plymouth for more than 20 years. Justin Beatty, a member of the Ojibwe and Supoini tribes said the flag and seal glorify violence between the peoples of Massachusetts.

Therefore, BE IT RESOLVED that the people of Eastham adopt this resolution in support of HD.2968 and SD.1495, a Resolve Providing for the creation of a special commission relative to the seal and motto of the Commonwealth to change the seal and flag so that it supports the values of the State of Massachusetts.

Passed – majority vote as declared by Moderator

Count: 207 Yes 50 No

Article 38. A motion was made and seconded by the Board of Selectmen that the town vote accept the published reports of the Town officers as printed and made available to the public in the 2018 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

Passed – unanimous voice vote declared by Moderator

Article 39. A motion was made by the Moderator that the 2019 Annual Town Meeting be dissolved.

Passed – unanimous voice vote declared by Moderator

There were 401 voters present at the close of Town Meeting out of a possible 4,196. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 9:45 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:

Susanne Fischer
Town Clerk

Minutes Eastham Annual Town Election
May 21, 2019

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and questions on the warrant. The results are as follows:

Selectman

Three-year term	Vote for two
Alexander G. Cestaro	563
Jared K. Collins	550
Blanks	280
Write-Ins	25
Total	1418

wastewater engineering & study for traditional and non-traditional systems for watershed protection of Salt Pond and the Nauset Estuary/Town Cove, working towards a Targeted Watershed Management Plan, including all costs incidental and related thereto?

Yes	562
No	135
Blanks	12
Total	709

Elementary School Committee

Three-year term	Vote for two
Ann I. Crozier	484
Moirra E. Noonan-Kerry	511
Dustin R. Ambrose	244
Blanks	177
Write-Ins	02
Total	1418

Question #2

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one half, so called, the amounts required to pay for the bonds to be issued in order to acquire a parcel of land consisting of ten and 8/10 (10.8) acres, more or less, located at 4790 State Highway, Eastham, Barnstable County, Massachusetts and more accurately shown in a plan entitled, "Plan of Land in Eastham, Massachusetts, prepared for Angelo's Supermarkets, Inc." dated January 10, 1986 by Nickerson & Berger, Inc., and recorded with the Barnstable County Registry of Deeds in Book 410, Page 32, including all costs incidental and related thereto?

Yes	554
No	150
Blanks	05
Total	709

Library Trustee

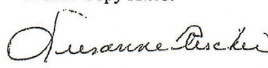
Three-year term	Vote for two
Derek W. Burritt	572
Holly Funston	595
Blanks	250
Write-Ins	01
Total	1418

Nauset Regional School Committee

Three-year term	Vote for one
Edward C. Brookshire	422
Gay M. Craig	219
Blanks	66
Write-Ins	02
Total	709

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The results were read and posted by the Warden, Shawn Shea. There were 4196 voters registered for this election with 709 (16.9 percent) casting their ballots.

A True Copy Attest



Susanne Fischer
Town Clerk

Question #1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one half, so called, the amounts required to pay for the bonds to be issued in order to continue the

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

	UNCOLLECTED TAXES 6/30/2017	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2018
REAL ESTATE						
2017	\$ 19,048	\$ -	\$ -	\$ 3,487	\$ 15,561	\$ -
2018	\$ 445,888	\$ -	\$ 0	\$ 4,771	\$ 133,634	\$ 307,484
2019	\$ -	\$ 24,083,917	\$ 113,158	\$ -	\$ 23,605,921	\$ 364,839
COMMUNITY PRESERVATION ACT						
2017	\$ 271	\$ -	\$ -	\$ 80	\$ 192	\$ -
2018	\$ 11,776	\$ -	\$ 1	\$ 1,473	\$ 9,551	\$ 750
2019	\$ -	\$ 722,516	\$ 3,328	\$ -	\$ 709,340	\$ 9,848
PERSONAL PROPERTY						
Prior Years	\$ 428	\$ -	\$ -	\$ -	\$ -	\$ 428
2007	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2010	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2011	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2012	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2013	\$ 11	\$ -	\$ -	\$ -	\$ 11	\$ -
2014	\$ 13	\$ -	\$ -	\$ -	\$ 13	\$ -
2015	\$ 330	\$ -	\$ -	\$ -	\$ 13	\$ 317
2016	\$ 47	\$ -	\$ -	\$ -	\$ 26	\$ 21
2017	\$ 269	\$ -	\$ -	\$ -	\$ 189	\$ 80
2018	\$ 5,495	\$ -	\$ 0	\$ -	\$ 5,244	\$ 252
2019	\$ -	\$ 226,090	\$ 566	\$ -	\$ 222,774	\$ 2,750

**COLLECTOR'S REPORT
OUTSTANDING TAXES**

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED TAXES 6/30/2016	COMMITMENTS	ABATEMENTS & ADJUSTMENTS	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2017
1995	\$ 143	\$ -	\$ -	-	\$ 143
1996	\$ 189	\$ -	\$ -	-	\$ 189
1997	\$ 234	\$ -	\$ -	-	\$ 234
1998	\$ 221	\$ -	\$ -	-	\$ 221
1999	\$ 357	\$ -	\$ -	25	\$ 332
2000	\$ 548	\$ -	\$ -	25	\$ 523
2001	\$ 2,110	\$ -	\$ -	-	\$ 2,110
2002	\$ 2,504	\$ -	\$ -	25	\$ 2,479
2003	\$ 2,049	\$ -	\$ -	25	\$ 2,024
2004	\$ 2,317	\$ -	\$ -	-	\$ 2,317
2005	\$ 2,138	\$ -	\$ -	25	\$ 2,113
2006	\$ 2,592	\$ -	\$ -	25	\$ 2,567
2007	\$ 1,336	\$ -	\$ -	-	\$ 1,336
2008	\$ 2,171	\$ -	\$ -	-	\$ 2,171
2009	\$ 2,402	\$ -	\$ -	-	\$ 2,402
2010	\$ 1,846	\$ -	\$ -	-	\$ 1,846
2011	\$ 1,903	\$ -	\$ -	64	\$ 1,839
2012	\$ 1,808	\$ -	\$ -	-	\$ 1,808
2013	\$ 2,489	\$ -	\$ -	8	\$ 2,481
2014	\$ 3,165	\$ -	\$ -	459	\$ 2,706
2015	\$ 2,650	\$ -	\$ -	388	\$ 2,263
2016	\$ 3,100	\$ -	\$ 1,462	(1,098)	\$ 2,736

TREASURER'S CASH
JUNE 30, 2018

Cash & Checks in Office	\$ 150.00
Non-Interest Bearing Checking Accounts	\$ -
Interest Bearing Checking Accounts	\$ 12,734,136
Liquid Investments	\$ -
Trust Funds	\$ 1,877,792
Total All Cash and Investments	\$ 14,612,078

Respectfully Submitted,

Susan M. Laak
Treasurer/Collector

TRUST FUNDS
June 30, 2019

<u>FUND NAME</u>	<u>EXPENDABLE</u>	<u>NON-EXPENDABLE</u>	<u>BALANCE 6/30/2019</u>
Timothy Smith Fund	\$ 99,927.44	\$ 50,000.00	\$ 149,927.44
Olde Wind Grist Mill	\$ 5,715.32	\$ 5,500.00	\$ 11,215.32
Town Hall Fund	\$ 3,142.29	\$ 1,400.00	\$ 4,542.29
World War I Memorial Fund	\$ 8.52	\$ 268.38	\$ 276.90
Maurice Wiley Scholarship Fund	\$ 4,058.50	\$ 2,040.00	\$ 6,098.50
Mercy Mines Cemetery fund	\$ 872.76	\$ 50.00	\$ 922.76
Frank O. Daniels Cemetery fund	\$ 65.80	\$ 50.00	\$ 115.80
Eastham Grange Education Aid	\$ 12,762.77		\$ 12,762.77
Affordable Housing Trust	\$ 497,281.73		\$ 497,281.73
Stabilization	\$ 548,694.36		\$ 548,694.36
Law Enforcement Trust	\$ 1,154.63		\$ 1,154.63
OPEB Trust Fund	\$ 209,708.91		\$ 209,708.91
Library Trustees Interest Account	\$ 30,344.58		\$ 30,344.58
Library Trustees Memorial Fund	\$ 14,366.64	\$ 48,821.81	\$ 63,188.45
Eugenia & Andrew Merrill Memorial Fund	\$ 775.97	\$ 500.00	\$ 1,275.97
Robert C. Billings Memorial Fund	\$ 7,547.11	\$ 14,000.00	\$ 21,547.11
Thomas R. Cawley Memorial Fund	\$ 568.00	\$ 1,275.00	\$ 1,843.00
Gertrude D. Nason Memorial Fund	\$ 2,216.43	\$ 2,500.00	\$ 4,716.43
Gertrude P. Zollinger Memorial Fund	\$ 1,116.17	\$ 1,000.00	\$ 2,116.17
Robert W. Sparrow Memorial Fund	\$ 173.11	\$ 8,162.00	\$ 8,335.11
Capt. Cyrus H. Campbell Memorial Fund	\$ 754.14	\$ 1,000.00	\$ 1,754.14
Vivian Andrist Memorial Fund	\$ 111.35	\$ 2,290.00	\$ 2,401.35

TOWN OF EASTHAM
Combined Balance Sheet-All Fund Types And Account Groups
JUNE 30, 2019

	Governmental Fund Types			Proprietary Fund Types		Fund Types	Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS								
Cash and cash equivalents	4,183,197.70	3,511,066.94	4,997,769.78			1,920,107.51		14,612,141.93
Investments								0.00
Receivables:								
Personal property taxes	3,836.38							3,836.38
Real estate taxes	403,010.10							403,010.10
Deferred taxes								0.00
Allowance for abatements and exemptions	(232,390.06)							(232,390.06)
Special assessments		51,770.97						51,770.97
Tax liens	267,648.72	1,802.15						269,450.87
Tax foreclosures	58,928.12							58,928.12
Motor vehicle excise	96,834.63							96,834.63
Other excises	4,412.33							4,412.33
User fees								0.00
Utility liens added to taxes								0.00
Departmental	26,012.11	615,930.55						641,942.66
Other receivables	32,272.20					192,121.92		224,394.12
Due from other governments		4,418,063.00						4,418,063.00
Due to/from other funds								0.00
Working deposit								0.00
Prepays								0.00
Inventory								0.00
Fixed assets, net of accumulated depreciation							69,494,846.00	69,494,846.00
Amounts to be provided - payment of bonds							365,837.44	365,837.44
Amounts to be provided - vacation and sick leave							69,860,683.44	90,413,078.49
Total Assets	4,843,762.23	4,180,570.61	9,415,832.78	0.00	0.00	2,112,229.43		

LIABILITIES AND FUND EQUITY

Liabilities:

Combined Balance Sheet-All Fund Types And Account Groups JUNE 30, 2019						
	Governmental Fund Types		Proprietary Fund Types		Fund Types	Totals
	General	Special Revenue	Capital Projects	Enterprise	Trust and Agency	(Memorandum Only)
Accounts payable	356,375.35	14,004.83	197,419.00		3,314.00	571,113.18
Warrants payable	232,733.81					232,733.81
Accrued payroll and withholdings	150,887.92					150,887.92
Accrued claims payable						0.00
IBNR						0.00
Other liabilities						0.00
Agency Funds						0.00
Deferred revenue:						
Real and personal property taxes	174,456.42					174,456.42
Deferred taxes						0.00
Prepaid taxes/fees						0.00
Special assessments						0.00
Tax liens	267,648.72	1,802.15				269,450.87
Tax foreclosures	58,928.12					58,928.12
Motor vehicle excise	96,834.63					96,834.63
Other excises	4,412.33					4,412.33
User fees						0.00
Utility liens added to taxes						0.00
Departmental	26,012.11	615,930.55				641,942.66
Deposits receivable						0.00
Other receivables	32,272.20	51,770.97			192,121.92	276,165.09
Due from other governments			4,418,063.00			4,418,063.00
Due to other governments						0.00
Due to/from other funds						0.00
Bonds payable					69,494,846.00	69,494,846.00
Notes payable			190,000.00			190,000.00
Vacation and sick leave liability					365,837.44	365,837.44
Total Liabilities	1,400,561.61	683,508.50	4,805,482.00	0.00	195,435.92	76,945,671.47

Combined Balance Sheet-All Fund Types And Account Groups
JUNE 30, 2019

	Governmental Fund Types			Proprietary Fund Types		Fund Types	Groups	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	
Fund Equity:								
Reserved for encumbrances	522,073.95							522,073.95
Reserved for expenditures	847,500.00	347,298.53						1,194,798.53
Reserved for continuing appropriations		272,104.11						272,104.11
Reserved for petty cash								0.00
Reserved for appropriation deficit								0.00
Reserved for snow and ice deficit								0.00
Reserved for debt service	43,159.00							43,159.00
Reserved for premiums								0.00
Reserved for working deposit								0.00
Undesignated fund balance	2,030,467.67	2,877,659.47	4,610,350.78			1,916,793.51		11,435,271.43
Unreserved retained earnings								0.00
Investment in capital assets								0.00
Total Fund Equity								0.00
								0.00
								0.00
Total Liabilities and Fund Equity								0.00
								0.00
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	BALANCE				BALANCE
	7/1/2018		RETIRED	ADDITIONS	6/30/2019
<u>Inside Debt Limit</u>					
TITLE V MW PAT	\$	111,000.00	\$	20,400.00	\$ 90,600.00
PURCELL PROPERTY	\$	100,000.00	\$	50,000.00	\$ 50,000.00
ASCHETTINO PROPERTY	\$	140,000.00	\$	70,000.00	\$ 70,000.00
ELEMENTARY SCHOOL	\$	3,035,000.00	\$	390,000.00	\$ 2,645,000.00
MUNICIPAL WATER GO Bond 1	\$	1,050,000.00	\$	395,000.00	\$ 655,000.00
LIBRARY	\$	3,825,000.00	\$	225,000.00	\$ 3,600,000.00
SRF - WATER DW 15-01	\$	24,140,657.00	\$	884,028.00	\$ 23,256,629.00
ROCK HARBOR DREDGE	\$	510,000.00	\$	72,000.00	\$ 438,000.00
DYER PRINCE LAND	\$	200,000.00	\$	200,000.00	\$ -
WATER GO BOND 2	\$	4,840,000.00	\$	113,000.00	\$ 4,727,000.00
SRF - WATER DW 15-01-A	\$	2,252,744.00	\$	53,140.00	\$ 2,199,604.00
SRF - WATER DW 16-02	\$	10,168,887.00	\$	239,874.00	\$ 9,929,013.00
SRF - WATER DW 16-16				\$ 4,000,000.00	\$ 4,000,000.00
Town GO BOND 2019				\$ 3,105,000.00	\$ 3,105,000.00
WATER USDA				\$ 1,615,000.00	\$ 1,615,000.00
TOTAL BONDS					
AUTHORIZED	\$	50,373,288.00	\$	2,712,442.00	\$ 8,720,000.00
TOTAL LONG TERM DEBT	\$	50,373,288.00	\$	2,712,442.00	\$ 8,720,000.00
					\$ 56,380,846.00

	FY19	REVENUES					Total	Revenue
		General	Community Preservation	Municipal Water Supply	Debt Service Fund	Nonmajor Governmental Funds		
Real Estate and Personal Property Taxes		24,101,764					24,101,764	
Motor Vehicle and Other Excise Taxes		902,903					902,903	
Hotel/Motel Tax		293,671					293,671	
Meals Tax		100,514					100,514	
Tax Liens		23,508					23,508	
Payments in Lieu of Taxes		8,796					8,796	
Community Preservation Surcharges		-	719,340				719,340	
Charges for Services		791,370		251,904		626,259	1,669,533	
Intergovernmental		599,819	184,061	10,108,144		860,458	11,752,482	
Penalties and Interest on Taxes		106,949					106,949	
Licenses and Permits		670,597					670,597	
Fines and Forfeitures		30,696					30,696	
Departmental and Other		1,150,537				603,539	1,754,076	
Contributions							-	
Investment Income		79,882	18,025			45,935	143,842	
Total Revenues		28,861,005	921,426	10,360,048		2,136,191	42,278,670	

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES
JUNE 30, 2019

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
<u>MODERATOR</u>					
SALARY	500.00		500.00	500.00	0.00
TOTAL	500.00	0.00	500.00	500.00	0.00
<u>MODERATOR</u>					
SELECTMEN (ELECTED)	12,500.00		12,500.00	11,875.00	625.00
SALARY					
ADMINISTRATION	262,192.00	2,530.00	264,722.00	264,170.43	551.57
SALARY					
ADMINISTRATION	14,345.00		14,345.00	13,976.63	368.37
EXPENSE	80,000.00		80,000.00	71,792.08	8,207.92
LEGAL SERVICES					
EXPENSE					
COURT			0.00	35,000.00	(35,000.00)
JUDGEMENTS					
TOTAL	369,037.00	2,530.00	371,567.00	396,814.14	-25,247.14
<u>SELECTMEN</u>					
<u>FINANCE</u>					
<u>COMMITTEE</u>					
RESERVE FUND	95,000.00	-40,000.00	55,000.00		55,000.00
TOTAL FINANCE COMMITTEE	95,000.00	-40,000.00	55,000.00	0.00	55,000.00
<u>FINANCE OFFICE</u>					
SALARY	139,345.00	-2,530.00	136,815.00	121,543.15	15,271.85
EXPENSE					
TOTAL FINANCE OFFICE	139,345.00	-2,530.00	136,815.00	121,543.15	15,271.85

<u>ACCOUNTANT</u>									
SALARY	159,261.00	-7,707.00	151,554.00	136,676.85	14,877.15				
EXPENSE	41,320.00	7,707.00	49,027.00	41,160.00	7,867.00				
ENCUMBERED		1,158.00	1,158.00	1,158.00	0.00				
TOTAL	200,581.00	1,158.00	201,739.00	178,994.85	22,744.15				
<u>ASSESSORS</u>									
SALARY	182,060.00	-10,795.00	171,265.00	165,807.58	5,457.42				
EXPENSE	40,045.00		40,045.00	37,637.58	2,407.42				
VEHICLE LEASE	6,897.00		6,897.00	6,896.50	0.50				
TOTAL ASSESSORS	229,002.00	-10,795.00	218,207.00	210,341.66	7,865.34				
<u>TREASURER/COLLECTOR</u>									
SALARY	197,359.00		197,359.00	196,884.74	474.26				
EXPENSE	11,420.00		11,420.00	10,559.28	860.72				
TAX	7,000.00		17,000.00	13,375.71	3,624.29				
TITLE/FORECLOSURE									
RE		10,000.00	91,000.00	85,653.91	5,346.09				
BANK CHARGES	76,000.00	15,000.00							
TOTAL TREASURER/COLLECTOR	291,779.00	25,000.00	316,779.00	306,473.64	10,305.36				
<u>DATA PROCESSING</u>									
SALARY	148,382.00		148,382.00	145,825.04	2,556.96				
EXPENSE	149,632.00	40,000.00	189,632.00	186,002.63	3,629.37				
ENCUMBERED		22,000.00	22,000.00	19,739.00	2,261.00				
TOTAL DATA PROCESSING	298,014.00	62,000.00	360,014.00	351,566.67	8,447.33				

PUBLIC BUILDINGS/GROUNDS									
INDS									
SALARY	117,114.00	795.00	117,909.00	117,909.00					0.00
EXPENSE	77,323.00	10,000.00	87,323.00	83,659.72					3,663.28
CAPITAL			0.00	0.00					0.00
ENCUMBERED		826.00	826.00	825.50					0.50
BULK FUEL	275,240.00	48,508.00	323,748.00	288,759.79					34,988.21
ENCUMBERED		12,300.00	12,300.00	11,872.11					427.89
TOTAL BUILDINGS/GROUNDS	469,677.00	72,429.00	542,106.00	503,026.12	0.00	0.00	0.00	0.00	39,079.88
ENGINEERING & CONSULTING									
CONSULTING									
EXPENSE	20,000.00		20,000.00	17,998.15					2,001.85
ENCUMBERED		10,800.00	10,800.00	3,005.00					7,795.00
TOTAL ENGINEERING & CONSULTING	20,000.00	10,800.00	30,800.00	21,003.15	0.00	0.00	0.00	0.00	9,796.85
POLICE									
SALARY	1,700,744.00		1,700,744.00	1,674,775.29					25,968.71
EXPENSE	176,868.00		176,868.00	170,858.94					6,009.06
CAPITAL			0.00	0.00					0.00
ENCUMBERED	13,000.00		13,000.00						13,000.00
DISPATCHER	372,757.00		372,757.00						34,462.90
SALARY				338,294.10					2,454.82
DISPATCHER	2,700.00		2,700.00	245.18					
EXPENSE									
TOTAL POLICE	2,266,069.00	0.00	2,266,069.00	2,184,173.51	0.00	0.00	0.00	0.00	81,895.49

<u>FIRE</u>									
SALARY	2,213,503.00		2,213,503.00			2,154,858.55		58,644.45	
EXPENSE	165,239.00	25,000.00	190,239.00			162,779.98		27,459.02	
CAPITAL	30,453.00		30,453.00			30,300.81		152.19	
ENCUMBERED		1,613.00	1,613.00			198.61		1,414.39	
TOTAL FIRE	2,409,195.00	26,613.00	2,435,808.00	0.00	0.00	2,348,137.95	0.00	87,670.05	
<u>BUILDING INSPECTOR</u>									
SALARY	289,065.00	-8,827.00	280,238.00			216,438.75		63,799.25	
EXPENSE	5,830.00		5,830.00			2,802.85		3,027.15	
CAPITAL VEHICLE		6,897.00	6,897.00			6,896.49		0.51	
ENCUMBERED								0.00	
TOTAL BUILDING INSPECTOR	294,895.00	-1,930.00	292,965.00	0.00	0.00	226,138.09	0.00	66,826.91	
<u>CIVIL DEFENSE</u>									
EXPENSE	100.00		100.00					100.00	
TOTAL CIVIL DEFENSE	100.00		100.00	0.00	0.00	0.00	0.00	100.00	
<u>TREE WARDEN</u>									
EXPENSE	7,590.00		7,590.00					7,590.00	
TOTAL TREE WARDEN	7,590.00		7,590.00	0.00	0.00	0.00	0.00	7,590.00	

<u>EDUCATION</u>									
ELEMENTARY SCHOOL EXPENSE	3,587,473.00			3,587,473.00			3,237,835.74		349,637.26
ELEMENTARY SCHOOL ENCUMBERED		343,814.00		343,814.00			343,491.62		322.38
ARTICLES CARRIED FORWARD				50,636.00			34,358.04		16,277.96
5200		50,636.00							
NAUSET OPERATING ASSESSMENTS	4,800,073.00			4,800,073.00			4,745,996.36		54,076.64
530001									
CAPE COD REGIONAL TECHNICAL HS	454,819.00			454,819.00			454,820.00		-1.00
TOTAL EDUCATION	8,842,365.00	394,450.00	0.00	9,236,815.00	0.00	8,816,501.76	0.00	0.00	420,313.24
<u>DPW</u>									
SALARY EXPENSE	554,504.00			554,504.00			542,489.66		12,014.34
CAPITAL ENCUMBERED	169,587.00			169,587.00			99,633.51		69,953.49
	118,865.00			118,865.00			103,864.31		15,000.69
		26,009.00		26,009.00			23,332.76		2,676.24
TOTAL DPW	842,956.00	26,009.00	0.00	868,965.00	0.00	769,320.24	0.00	0.00	99,644.76
<u>SNOW AND ICE</u>									
SALARY/EXPENSE	83,132.00			83,132.00			36,779.24		46,352.76
TOTAL SNOW AND ICE	83,132.00	0.00	0.00	83,132.00	0.00	36,779.24	0.00	0.00	46,352.76
<u>STREETLIGHTING</u>									
EXPENSE	7,600.00			7,600.00			6,213.71		1,386.29
TOTAL STREETLIGHTING	7,600.00	0.00	0.00	7,600.00	0.00	6,213.71	0.00	0.00	1,386.29

<u>COLLECTION/DISP</u>									
<u>OSAL</u>									
SALARY	221,854.00					221,854.00		199,575.38	22,278.62
EXPENSE	587,683.00					587,683.00		463,736.50	123,946.50
ENCUMBERED			10,329.00			10,329.00		9,398.80	930.20
TOTAL COLLECTION/DISPOSAL	809,537.00		10,329.00	0.00	0.00	819,866.00	0.00	672,710.68	147,155.32
<u>WATER</u>									
SALARY	50,869.00					50,869.00		48,448.40	2,420.60
EXPENSE	290,000.00		-48,508.00			241,492.00		143,136.75	98,355.25
TOTAL WATER	340,869.00		-48,508.00	0.00	0.00	292,361.00	0.00	191,585.15	100,775.95
<u>VETERANS</u>									
GRAVE OFFICER	75.00					75.00		75.00	0.00
ASSESSMENT	20,053.00					20,053.00		20,337.41	-284.41
BENEFITS	17,000.00		16,000.00			33,000.00		31,530.91	1,469.09
ENCUMBERED			875.00			875.00		874.72	0.28
TOTAL VETERANS	37,128.00		16,875.00	0.00	0.00	54,003.00	0.00	52,818.04	1,184.96
<u>HEALTH</u>									
SALARY	203,363.00					203,363.00		201,796.59	1,566.41
EXPENSE	25,620.00					25,620.00		19,287.84	6,332.16
ENCUMBERED			10,860.00			10,860.00			10,860.00
INSPECTION OF ANIMALS	250.00					250.00			250.00
TOTAL HEALTH	229,233.00		10,860.00	0.00	0.00	240,093.00	0.00	221,084.43	19,008.57

COUNCIL ON AGING/ADULT DAY CARE									
SALARY	242,790.00	5,000.00	247,790.00	246,789.51	1,000.49				
EXPENSE	26,824.00	-5,000.00	21,824.00	19,912.78	1,911.22				
ENCUMBERED		14.00	14.00	14.20	-0.20				
TOTAL COUNCIL ON AGING	269,614.00	14.00	269,628.00	266,716.49	2,911.51				
HUMAN SERVICES									
EXPENSE	97,800.00		97,800.00	97,800.00	0.00				
TOTAL HUMAN SERVICES	97,800.00	0.00	97,800.00	97,800.00	0.00				
LIBRARY									
SALARY	338,123.00	2,600.00	340,723.00	340,617.66	105.34				
EXPENSE	127,730.00	-2,600.00	125,130.00	124,756.47	373.53				
TOTAL LIBRARY	465,853.00	0.00	465,853.00	465,374.13	478.87				
BEACH									
SALARY	336,939.00		336,939.00	320,833.32	16,105.68				
EXPENSE	86,722.00		86,722.00	71,987.04	14,734.96				
CAPITAL VEHICLE EXPENSE	5,095.00		5,095.00	5,094.60	0.40				
TOTAL BEACH	428,756.00	0.00	428,756.00	397,914.96	30,841.04				

PRINCIPAL AND INTEREST					
SEPTIC	20,400.00	20,400.00	20,400.00		0.00
BETTERMENT					
LOAN PRINCIPAL					
PURCELL LAND	50,000.00	50,000.00	50,000.00		0.00
PRINCIPAL					
INTEREST ON	1,343,000.00	1,343,000.00	1,388,439.46		-45,439.46
LONG TERM DEBT					
INTEREST	10,000.00	10,000.00	9,074.72		925.28
EXPENSE					
EASTHAM	390,000.00	390,000.00	390,000.00		0.00
ELEMENTARY					
BANS MUNICIPAL	395,000.00	395,000.00	395,000.00		0.00
WATER					
SRF BONDS	886,000.00	886,000.00	884,028.00		1,972.00
MUNICIPAL WATER					
BAN MUNICIPAL	113,000.00	113,000.00	113,000.00		0.00
WATER					
LIBRARY	225,000.00	225,000.00	225,000.00		0.00
BAN ROCK	72,000.00	72,000.00	72,000.00		0.00
HARBOR DRED					
Water USDA #1	26,000.00	26,000.00			26,000.00
TOTAL DEBT	3,530,400.00	0.00	0.00	3,546,942.18	0.00
					-16,542.18

<u>ASSESSMENTS</u>									
COUNTY	243,151.00		243,151.00			243,150.00			1.00
STATE	393,928.00		393,928.00			412,478.00			-18,550.00
<u>TOTAL COUNTY/STATE ASSESSMENTS</u>	<u>637,079.00</u>	<u>0.00</u>	<u>0.00</u>	<u>637,079.00</u>	<u>0.00</u>	<u>655,628.00</u>	<u>0.00</u>	<u>0.00</u>	<u>-18,549.00</u>
<u>BENEFITS AND INSURANCE</u>									
EXPENSE	16,500.00		16,500.00			16,372.89			127.11
RETIREMENT			1,559,905.00						34,748.32
ASSESSMENT	1,559,905.00					1,525,156.68			
UNEMPLOYMENT	20,000.00		20,000.00			19,788.01			211.99
HEALTH			2,635,794.00						77,917.29
INSURANCE/MEDICARE TOWN SHARE									
TOWN INSURANCE	2,635,794.00					2,557,876.71			
PREMIUMS	366,500.00		366,500.00			326,871.80			39,628.20
<u>TOTAL BENEFITS AND INSURANCE</u>	<u>4,598,699.00</u>	<u>0.00</u>	<u>0.00</u>	<u>4,598,699.00</u>	<u>0.00</u>	<u>4,446,066.09</u>	<u>0.00</u>	<u>0.00</u>	<u>152,632.91</u>
<u>TRANSFERS TO OTHER FUNDS</u>									
SPECIAL REVENUE FUNDS		603,539.00		603,539.00		603,539.00			0.00
<u>TOTAL TRANSFERS</u>	<u>0.00</u>	<u>603,539.00</u>	<u>0.00</u>	<u>603,539.00</u>	<u>0.00</u>	<u>603,539.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<u>TOTAL BUDGET</u>									
	29,126,343.00	1,167,786.00	#REF!	30,294,129.00	#REF!	28,905,064.37	5,691.98		1,389,064.63

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
SELECTMEN						
Alexander	Cestaro	Selectman	2,500.00			2,500.00
Jared	Collins	Selectman	1,250.00			1,250.00
Aimee	Eckman	Selectman	2,500.00			2,500.00
Martin	McDonald	Selectman	2,500.00			2,500.00
Jamie	Rivers	Selectman	2,500.00			2,500.00
						11,250.00
MODERATOR						
Steven	Cole	Moderator	500.00			500.00
						500.00
ADMINISTRATION						
Jacqueline	Beebe	Town Administrator	133,309.59			133,309.59
Michael	Lorencio	Asst. Town Administrator	104,729.74			104,729.74
Karen	ErDOS	Human Resources/Finance	47,393.30			47,393.30
Laura	Gillespie-Lee	Admin Assistant	63,452.23		600.00	64,052.23
Karl	Shipman	Admin Assistant	15,106.29			15,106.29
						364,591.15
ACCOUNTING						
Teena	Tilton	Town Accountant	85,789.76			85,789.76
Cassidy	Weeks	Asst. Town Accountant	54,624.72			54,624.72
						140,414.48
ASSESSING						
Belinda	Eyestone	Town Assessor	101,975.62			101,975.62
Denise	Kopasz	Field Appraiser/Asst Assessor	25,724.69			25,724.69
John	Robertson	Field Appraiser/Asst Assessor	47,393.31			47,393.31
						175,093.62

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
TREASURER						
Susan	Laak	Treasurer/Collector	86,329.20		1,000.00	87,329.20
Sandra	Johnson	Assistant Treasurer/Collector	61,870.48		900.00	62,770.48
Brian	Lavalley	Benefits/Payroll	49,610.76			49,610.76
						199,710.44
TOWN CLERK						
Cynthia	Nicholson	Acting Town Clerk	57,397.84		900.00	58,297.84
Linda	Sassi	Asst. Town Clerk	48,859.20			48,859.20
Elizabeth	Carlson Jones	Admin Assistant	900.22			900.22
Susanne	Fischer	Town Clerk (Retired)	47,907.71			47,907.71
						155,964.97
PLANNING						
Paul	Lagg	Town Planner	90,131.62			90,131.62
						90,131.62
BUILDING INSPECTION						
Thomas	Wingard Jr.	Building Inspector	104,774.93			104,774.93
Wallace	Adams II	Electrical Inspector	46,379.26			46,379.26
Deborah	Cohen	Admin Assistant	49,344.59			49,344.59
William	Reeves	On-Call Electrical Inspector	4,230.00			4,230.00
Jeffrey	Spiegel	On-Call Building Inspector	105.00			105.00
Richard	Stevens	On-Call Building Inspector	1,430.00			1,430.00
Kenneth	Thomas	On-Call Electrical Inspector	1,580.00			1,580.00
Scott	Van Ryswood	Plumbing Inspector	47,513.47			47,513.47
						255,357.25
HEALTH DEPARTMENT						
Jane	Crowley	Health Agent	97,061.83		1,400.00	98,461.83
Susan	Barker	Asst. Health Agent	60,452.84		850.00	61,302.84
Karen	Chimwaza	Admin Assistant	46,376.68			46,376.68
Madellene	Anderson	Temp Admin Assistant	624.00			624.00
						206,765.35

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
MAINTENANCE						
Aaron	Carroll	Custodian	27,982.34	94.55		28,076.89
Ronald	Cormier	Custodian	49,396.32	535.94	850.00	50,782.26
Wayne	Martin	Custodian	25,937.61	323.10		26,260.71
						105,119.86
DATA PROCESSING						
Wayne	Burns	On-Call Videographer	8,406.25			8,406.25
Michael	Caliri Jr.	Video Services Coordinator	56,322.21	142.29		56,464.50
Jeffrey	Caton	Network & Tech Svcs. Director	43,110.00			43,110.00
Art	Cestaro	Technical Services	26,085.15			26,085.15
Owen	Currier	MIS Intern	735.75			735.75
Jacob	Riker	MIS Intern	877.50			877.50
						135,679.15
NATURAL RESOURCES						
Shana	Brogan	Conservation Agent	76,945.03			76,945.03
Amy	Blakesley	Admin Assistant	47,393.32			47,393.32
David	Johnson	Natural Resources Officer	37,001.97	95.44		37,097.41
Ryan	Nolan	Natural Resources Officer	38,453.01	478.80		38,931.81
Michael	O'Connor	Natural Resources Officer	73,067.63	1,126.26	1,800.00	75,993.89
Nicole	Paine	Natural Resources Officer	57,043.78	2,985.96		60,029.74
Scott	Richards	Harbor Master	22,354.84	190.07		22,544.91
Nikolay	Velchev	Skilled Laborer	2,806.75			2,806.75
						361,742.86

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
LIBRARY						
Debra	Dejonker-Berry	Library Director	76,930.33			76,930.33
Devin	Baker	Library Float	9,382.00			9,382.00
Melanie	Fernandes	Reference Librarian	33,527.53			33,527.53
Freya	Hemley	Library Assistant	44,140.60			44,140.60
Barbara	Honda	Library Float	375.00			375.00
Karen	Macdonald	Librarian Adult Services	61,858.72			61,858.72
Frances	McCloughlin	Librarian Youth Services	56,043.68	700.00		56,743.68
Pamela	North	Library Float	1,537.50			1,537.50
Janice	Riley	Library Float	2,927.33			2,927.33
Elizabeth	Shaw	Library Float	36,638.84			36,638.84
Marianne	Sinopoli	Outreach Librarian	48,556.48			48,556.48
Jamie	Thornton	Library Assistant	3,060.00			3,060.00
Cornelia	Wells	Library Assistant	23,964.92		1,950.00	25,914.92
						401,592.93

COUNCIL ON AGING

Dorothy	Burrutt	COA Director	66,908.54			66,908.54
George	Abbott	Driver	162.56			162.56
Gerard	Boucher	Driver	5,323.84			5,323.84
George	Civita	Driver	3,933.41			3,933.41
Cynthia	Dunham	Community Outreach	56,906.03		1,300.00	58,206.03
Ronald	Edson	Driver	3,709.08			3,709.08
Katherine	Gill	Driver	12,357.67			12,357.67
Monica	Keefe-Hess	Admin Assistant	48,565.72			48,565.72
L Paul	Langlois	Driver	1,262.25			1,262.25
Alan	Larson	Driver	9,884.46			9,884.46

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
Brianna	LePage	Day Center Manager	21,095.53			21,095.53
Frank	Massa	Program Aide	5,062.50			5,062.50
Francis	Nazarian	Driver	188.07			188.07
Jeffrey	Nogas	Driver	2,859.20			2,859.20
William	Salem	Driver	2,594.63			2,594.63
James	Small	Day Center Aide	42,611.50			42,611.50
Mary	Tierney	Day Center Manager	1,727.41			1,727.41
DISPATCH						286,452.40
Julie	Austin	Senior Dispatcher	65,322.03	29,583.46	3,150.00	98,055.49
Melanie	Beaulieu	Dispatcher	63,242.02	16,480.20	1,300.00	81,022.22
Kerianne	Leidenfrost	Dispatcher	63,242.01	16,465.54	900.00	80,607.55
Beverly	Rose	On Call Dispatcher	860.25			860.25
Ann	Schaefer	Dispatcher	61,287.28	10,064.03	550.00	71,901.31
Jacqueline	Sprague	Dispatcher	55,510.16	2,012.29		57,522.45
POLICE						389,969.27
Edward	Kulhawik	Police Chief	155,078.44			155,078.44
Adam	Bohannon	Deputy Police Chief	120,728.78	392.00	1,400.00	122,520.78
Joshua	Adams	Sergeant	80,891.52	21,344.89	825.00	103,061.41
Diana	Back	Police Officer	34,885.17			34,885.17
Joan	Baker	Asst. to the Chief	27,711.69			27,711.69
Reid	Booth	Police Officer	91,518.50	30,205.30	650.00	122,373.80
Daniel	Burnham	Police Officer	61,484.33	10,014.95		71,499.28
Brendan	Cronin	Police Officer	60,163.75	23,205.83		83,369.58
Ryan	Daigle	Police Officer	79,683.72	19,207.42	600.00	99,491.14
Carrie	Deangelo	Police Officer	70,375.59	32,511.77		102,887.36

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
Daniel	Deschamps	Sergeant	93,195.86	13,868.19	1,400.00	108,464.05
Paul	Guerin Jr.	Seasonal Officer	4,464.00	2,042.01		6,506.01
Mark	Haley	Sergeant	85,629.73	79,285.92	3,300.00	168,215.65
Jacob	Mcgrath	Police Officer	59,939.08	18,110.97		78,050.05
Ryan	Melia	Police Officer	63,841.50	63,363.95		127,205.45
Richard	Pellegrino	Police Officer	74,310.31	76,873.84		151,184.15
Marc	Petersen	Police Officer	25,359.16	22.69		25,381.85
Gregory	Plante	Police Officer	75,911.24	22,789.13		98,700.37
William	Read	Seasonal Officer	14,125.26			14,125.26
Kenneth	Roderick	Part time Officer		36,586.50		36,586.50
Robert	Schnitzer	Sergeant/Detective	98,806.40		1,400.00	119,694.23
Robert	Sivazlian	Seasonal Officer	6,090.00	743.75		6,833.75
Andi	Williams	Police Officer	68,573.74	15,351.15		83,924.89
						1,947,750.86

FIRE

Kent	Farrenkopf	Fire Chief	142,967.06			142,967.06
Daniel	Keane	Deputy Fire Chief	110,141.40			110,141.40
Lisa	Albino	Captain	121,624.34	47,723.65		169,347.99
Samuel	Blakeslee	Firefighter	71,186.43	18,935.03		90,121.46
Christiana	Brown	Firefighter	37,717.39	9,042.88		46,760.27
Ryan	Callahan	Firefighter	76,690.65	21,276.24	550.00	98,516.89
Jesse	Cappello	Firefighter	60,789.46	26,066.24		86,855.70
David	Clark	Firefighter	54,900.96	14,951.28		69,852.24
Kurt	Fisher	Firefighter	83,041.98	40,281.74	900.00	124,223.72
Barbara	Francke	Firefighter	84,580.99	7,387.18		91,968.17
Charles	Frazier	Captain	109,162.57	55,687.27		164,849.84
Eric	Hilferty	Firefighter	76,690.64	14,210.75	900.00	91,801.39
Glenn	Kinahan	Firefighter	13,049.78	1,187.43		14,237.21

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
James	Mcgrath	Firefighter	69,631.35	27,641.00	975.00	98,247.35
Connor	Mcshera	Firefighter	60,020.76	29,250.56		89,271.32
Kyle	Morse	Firefighter	88,022.79	42,931.82	1,400.00	132,354.61
William	Piltzecker	Captain	101,245.39	21,294.31		122,539.70
Sherri	Porteus	Admin Assistant	52,310.07		800.00	53,110.07
Laytin	Reis	Firefighter	56,291.23	16,639.71		72,930.94
William	Sprague	Captain	111,734.94	22,549.73		134,284.67
Rachel	Topal	Firefighter	79,491.33	20,472.34	975.00	100,938.67
Ryan	Van Buskirk	Firefighter	87,404.43	14,671.95	975.00	103,051.38
Donald	Watson Jr.	Firefighter	72,916.84	33,845.10	975.00	107,736.94
Maurice	Wiley	Firefighter	84,359.59	34,613.03	700.00	119,672.62
DPW						2,435,781.61
Silvio	Genao	Superintendent Public Works	106,853.56			106,853.56
Martin	Mickle	Asst Superintendent	105,509.89	7,534.28		113,044.17
Brendan	Adams	On-Call DPW Laborer	287.50			287.50
Charles	Becker	On-Call DPW Laborer	10,500.00	22.50		10,522.50
Paul	Burns	On-Call DPW Laborer	14,035.00			14,035.00
John	Fay	On-Call DPW Laborer	443.75			443.75
Brian	Holmes	Machine Operator	54,592.74	4,441.37		59,034.11
Max	Nolan	On-Call DPW Laborer	325.00			325.00
Jeffrey	Peters	Machine Operator	68,168.25	616.42	1,800.00	70,584.67
Victoria	Reis	Admin Assistant	49,792.78			49,792.78
Michael	Russo	On-Call Snow Plow Driver	487.50			487.50
Scott	Santos	Machine Operator	53,004.32	2,358.91		55,363.23
Ronald	Simons	Machine Operator	61,436.81	804.67		62,241.48
Gregory	Wiesel	On-Call Snow Plow Driver	525.00			525.00
Charles	Young III	Machine Operator	65,175.20	6,078.38		71,253.58
						614,793.83

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
TRANSFER STATION						
Barry	Clifford	Foreman/Machine Operator	77,293.88	12,534.51	750.00	90,578.39
James	Goodrich	Skilled Laborer/Landfill	52,671.52	167.56	600.00	53,439.08
Stephen	Hebenstreit	Skilled Laborer/Gate Attendant	49,650.16	3,092.40		52,742.56
Robert	Wing	On-Call DPW Laborer	11,287.50			11,287.50
Rex	Christian	On-Call DPW Laborer	10,350.00			10,350.00
Heidi	Vaughan	On-Call DPW Laborer	2,692.50			2,692.50
						221,090.03
WATER						
Kimberly	St. Aubin	Water Contracts Manager	49,610.78			49,610.78
						49,610.78
BEACH RECREATION						
Christine	Mickle	Recreation Director	78,377.18		1,200.00	79,577.18
Jacob	Congel	Recreation Asst. Director	55,815.60			55,815.60
Ted	Anderson	Seasonal Worker	1,752.00			1,752.00
Samuel	Barnes	Seasonal Worker	1,512.00			1,512.00
Emma	Barnes	Seasonal Worker	3,172.77			3,172.77
Deliah	Beebe	Seasonal Worker	1,074.00			1,074.00
Paul	Bentley	Seasonal Worker	1,695.00			1,695.00
Scott	Bernazzi	Seasonal Worker	8,726.52			8,726.52
Diane	Chudomel	Seasonal Worker	3,408.09			3,408.09
Aurin	Costa	Seasonal Worker	4,135.82			4,135.82
Tyler	Cremins	Seasonal Worker	2,884.89			2,884.89
Andrew	Daigle	Seasonal Worker	4,052.77			4,052.77
Carina	Dasilva	Seasonal Worker	6,657.44			6,657.44
Noah	Dzeidzina	Seasonal Worker	2,997.82			2,997.82
Connor	Fitzgerald	Seasonal Worker	2,539.13			2,539.13

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
Cade	Fordel	Seasonal Worker	4,830.32			4,830.32
Jade	Francis	Seasonal Worker	5,293.69			5,293.69
Robert	Freeman	Seasonal Worker	2,683.01			2,683.01
Therese	Gallup	Seasonal Worker	10,978.53			10,978.53
Brendan	Hamaty	Seasonal Worker	2,796.06			2,796.06
Chris	Hannigan	Seasonal Worker	3,163.51			3,163.51
Connor	Healey	Seasonal Worker	2,511.00			2,511.00
Ryan	Healy	Seasonal Worker	3,826.14			3,826.14
Siobhan	Kemple	Seasonal Worker	741.13			741.13
Alannah	Kemple	Seasonal Worker	4,624.31			4,624.31
Stephanie	Komich	Seasonal Worker	216.75			216.75
Thomas	Kress	Seasonal Worker	1,702.63			1,702.63
Sergio	Maldacker	Seasonal Worker	1,323.00			1,323.00
Judith	Mansur	Seasonal Worker	4,318.07			4,318.07
Mara	McCartin	Seasonal Worker	1,872.00			1,872.00
Paige	Mcmakin	Seasonal Worker	4,225.50			4,225.50
Jessica	Moy	Seasonal Worker	1,729.07			1,729.07
Andrew	Nunnemacher	Seasonal Worker	3,006.76			3,006.76
Emma	Nunnemacker	Seasonal Worker	1,662.94			1,662.94
Nathan	Overton	Seasonal Worker	4,299.75			4,299.75
Tika	Rank	Seasonal Worker	2,817.50			2,817.50
Aquinnah	Rank	Seasonal Worker	4,219.52			4,219.52
Alexis	Ray	Seasonal Worker	3,325.88			3,325.88
Irene	Rembisz	Seasonal Worker	3,438.50			3,438.50
Donald	Rogers	Seasonal Worker	3,350.38			3,350.38
Emmalynn	Schnitzer	Seasonal Worker	684.00			684.00
Shawn	Shea	Seasonal Worker	185.00			185.00

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
Maya	Smith	Seasonal Worker	312.38			312.38
Andrew	Stadnicki	Seasonal Worker	2,021.25			2,021.25
Alsiha	Stadnicki	Seasonal Worker	2,750.64			2,750.64
Jeremiah	Tessier	Seasonal Worker	3,672.14			3,672.14
James	Thomas	Seasonal Worker	107.50			107.50
Kathryn	Wankowicz	Seasonal Worker	8,323.17			8,323.17
Elizabeth	Whalen	Seasonal Worker	5,614.69			5,614.69
Reid	Wynja	Seasonal Worker	4,210.89			4,210.89
ELECTION WORKERS						
Lewis	Andujar	Election Teller	38.75			38.75
Maureen	Andujar	Election Teller	195.75			195.75
Ruth	Bentsen	Election Teller	31.00			31.00
Audrey	Bohannon	Election Teller	50.38			50.38
Michael	Bransfield	Election Teller	31.00			31.00
Patricia	Christianson	Election Teller	31.00			31.00
Jean	Coppelman	Election Teller	44.57			44.57
Ann	Crozier	Election Teller	18.00			18.00
Linda	Delfino	Election Teller	32.94			32.94
Gary	Derman	Election Teller	31.00			31.00
Helen	Derman	Election Teller	50.38			50.38
Carol	Dibona	Election Teller	54.25			54.25
Charlene	Dixon	Election Teller	38.75			38.75
Frank	Dobek	Election Teller	11.63			11.63
Carol	Dobek	Election Teller	44.57			44.57
Patricia	Donovan	Election Teller	50.38			50.38
Marcia	Ericson	Election Teller	42.63			42.63
			290,838.64			

First Name	Last Name	Title/Position	Base Salary	Overtime/Details	Longevity	Gross Wages
Oliver	Everett	Election Teller	31.00			31.00
Susan	Everett	Election Teller	32.94			32.94
Patricia	Fontanarosa	Election Teller	11.63			11.63
Michael	Fontanarosa	Election Teller	11.63			11.63
Kathleen	Grzewinski	Election Teller	70.00			70.00
Larry	Hartung	Election Teller	31.00			31.00
Matthew	Hatch	Election Teller	42.63			42.63
Kathy	Herrick	Election Teller	31.00			31.00
Deiores	Higgins	Election Teller	32.94			32.94
Rashida	Jamieson	Election Teller	31.00			31.00
John	Lennox	Election Teller	70.00			70.00
Crystal	Mangelinkx	Election Teller	70.00			70.00
Teresa	Martin	Election Teller	31.00			31.00
Janice	Nickerson	Election Teller	38.75			38.75
Mary Beth	O'Shea	Election Teller	38.75			38.75
Lisa	Radke	Registrar	50.38			50.38
Diane	Rowe	Election Teller	32.94			32.94
Susan	Saunders	Election Teller	38.75			38.75
Karen	Schofield	Election Teller	31.00			31.00
Marcia	Scholl	Election Teller	85.50			85.50
Patricia	Skehan	Election Teller	38.75			38.75
Cathy	Thomas	Election Teller	241.25			241.25
						1,889.82

Nauset Regional Schools
Employee Earnings History
Date Range from 07/01/2018 to 06/30/2019 - Eastham School District

EASTHAM ELEMENTARY

Employee	Position	Base Salary	Overtime	Longevity	All Other	Total
Ames, Kimberly	SN Teacher	82,729.16	0.00	1,500.00	-	84,229.16
Bailey, Gregory J	Custodian	46,436.56	67.80	0.00	250.00	46,754.36
Bartolini, Nicolette N	EES Teacher	80,769.51	0.00	0.00	-	80,769.51
Brodie, Kerin L	EES SN Ed Assistant	24,721.33	0.00	750.00	-	25,471.33
Brown, Muriel	Teacher	97,565.16	0.00	2,000.00	2,677.00	102,242.16
Burt, Linda	Head Custodian	71,750.00	0.00	0.00	2,550.00	74,300.00
Carlisle, Jill	Teacher	91,893.02	0.00	1,500.00	-	93,393.02
Crosby, William H	Eastham Principal	115,778.00	0.00	0.00	-	115,778.00
Da Silva, Carina C	ESL Teacher	9,546.97	0.00	0.00	-	9,546.97
Deegan, Tracey	Teacher	83,055.30	0.00	1,500.00	1,383.00	85,938.30
Delcourt, Keith C	Teacher	9,659.68	0.00	0.00	-	9,659.68
Deschamps, Samantha J	SN Ed Assistant	18,307.59	0.00	0.00	1,575.45	19,883.04
Donovan, Caroline M	Data Mngmnt Sec - 10mos	45,683.86	0.00	1,100.00	223.38	47,007.24
Douglas, Diane P	Substitute	563.63	0.00	0.00	10,540.75	11,104.38
Driscoll, Molly	Teacher	52,243.08	0.00	0.00	-	52,243.08
Fitzgerald, Phoebe H	Educational Assistant	39,421.08	0.00	450.00	20.00	39,891.08
Forgeron, Susan C	Teacher	97,565.16	0.00	1,500.00	-	99,065.16
Frye, Amy	SN Teacher	97,565.16	0.00	1,500.00	-	99,065.16
Gauley, Debra E	EES Teacher	65,804.34	0.00	0.00	320.00	66,124.34
Genois, Mary	EES PE Teacher	19,638.21	0.00	57.69	225.00	19,920.90
Gibbons, Melissa	EES SN Teacher	83,511.64	0.00	0.00	-	83,511.64
Graciano, Catherine T	School Psychologist	85,713.44	0.00	0.00	-	85,713.44
Hautanen, Kelly D	EES Cafeteria	13,014.39	0.00	0.00	370.56	13,384.95
Hollander-Essig, Charles	Teacher	18,829.15	0.00	500.00	-	19,329.15

Kender, Kolleen	EES SN Ed Assistant	39,293.06	0.00	750.00	-	40,043.06
Kramer, Kaitlyne T	EES SN Teacher	56,559.67	0.00	0.00	-	56,559.67
LaBranche, Karen L	EES Nurse	54,002.27	0.00	0.00	-	54,002.27
Marino, Julie M	EES Teacher	13,400.48	0.00	0.00	-	13,400.48
Marquit, Megan S	EES SN Ed Assistant	25,548.58	0.00	0.00	408.33	25,956.91
Martin-Langtry, Donna	Speech/Language	97,240.00	0.00	1,500.00	480.00	99,220.00
McCarthy, Mary	Teacher	95,840.35	0.00	2,500.00	-	98,340.35
McHugh, Eileen	Ed Assistant	39,004.58	0.00	750.00	362.66	40,117.24
Menza, Breigh Ann	EES Librarian Teacher	70,574.36	0.00	0.00	2,757.00	73,331.36
Narkon, Hannah	EES SN Ed Assistant	37,741.53	0.00	750.00	1,046.00	39,537.53
Newton, Julie T	Teacher	91,103.98	0.00	1,500.00	-	92,603.98
Norton, Karen B	Kaboom Coordinator	0.00	0.00	0.00	11,036.00	11,036.00
Olson, Coreen M	Teacher	91,893.02	0.00	2,000.00	-	93,893.02
Paul, Dorothy J	EES SN Ed Assistant	24,020.28	0.00	0.00	1,181.38	25,201.66
Peno, Erica	Teacher	97,240.00	0.00	1,500.00	-	98,740.00
Potras, Eileen	Teacher	49,871.40	0.00	1,200.00	-	51,071.40
Read, William L	EES Custodian	31,501.20	53.80	0.00	1,661.86	33,216.86
Shaw, Tamsyn	Teacher	87,707.65	0.00	1,500.00	-	89,207.65
Stewart, Morgan M	Teacher	83,643.97	0.00	0.00	-	83,643.97
Tefft, Ann M	School Committee Recoring Secretary	0.00	0.00	0.00	515.86	515.86
Varley, Elise C	Secretary	59,217.60	0.00	1,600.00	366.28	61,183.88
Wallace, Colleen	Cafeteria Eastham	38,263.71	0.00	1,100.00	878.60	40,242.31
Weber, Jill S	Ed Assistant	39,167.86	0.00	1,400.00	31.74	40,599.60
Yakola, Eric P	Teacher	82,729.16	0.00	2,500.00	-	85,229.16
Total Eastham Elementary		2,657,330.13	121.60	32,907.69	40,860.85	2,731,220.27

EASTHAM ELEMENTARY - REGION /GRANT FUNDED						Total
		Base Salary	Overtime	Longevity	All Other	
Bartolini, Nicolette N	EES Teacher	0.00	0.00	0.00	1,007.00	1,007.00
Brodie, Kerin L	EES SN Ed Assistant	13,046.37	0.00	0.00	2,954.36	16,000.73
Carlisle, Jill	Teacher	0.00	0.00	0.00	304.00	304.00

Chudomel, Diane S	SN Ed Assistant	6,286.80	0.00	1,700.00	592.25	8,579.05
Deegan, Tracey	Teacher	8,837.72	0.00	0.00	3,701.83	12,539.55
Driscoll, Molly	Teacher	0.00	0.00	0.00	986.00	986.00
Escher, Mary Christine	Teacher	66,459.86	0.00	2,000.00	2,677.00	71,136.86
Fitzgerald, Phoebe H	Educational Assistant	0.00	0.00	0.00	362.66	362.66
Forgeron, Susan C	Teacher	228.00	0.00	0.00	-	228.00
Gibbons, Melissa	EES SN Teacher	0.00	0.00	0.00	228.00	228.00
Graciano, Catherine T	School Psychologist	184.50	0.00	0.00	114.00	298.50
Kramer, Kaitlyne T	EES SN Teacher	2,186.33	0.00	0.00	228.00	2,414.33
LaBranche, Karen L	EES Nurse	0.00	0.00	0.00	456.00	456.00
Marquit, Megan S	EES SN Ed Assistant	2,324.70	0.00	0.00	-	2,324.70
Martin-Langtry, Donna	Speech/Language	0.00	0.00	0.00	570.00	570.00
Menza, Breigh Ann	EES Librarian Teacher	0.00	0.00	0.00	304.00	304.00
Newton, Julie T	Teacher	0.00	0.00	0.00	2,754.80	2,754.80
Olson, Coreen M	Teacher	0.00	0.00	0.00	570.00	570.00
Peno, Erica	Teacher	0.00	0.00	0.00	570.00	570.00
Shaw, Tamsyn	Teacher	0.00	0.00	0.00	769.50	769.50
Souther, Deidre J	Ed Assistant	26,463.97	0.00	1,200.00	20.00	27,683.97
Total Eastham Elementary	Region/ Grant Funded	126,018.25	0.00	4,900.00	19,169.40	150,087.65

EASTHAM ELEMENTARY SUBSTITUTES		Base Salary	Overtime	Longevity	All Other	Total
Callahan, Anna S	Substitute	0.00	0.00	0.00	5,220.00	5,220.00
Clough, Barbara J	Substitute	0.00	0.00	0.00	150.00	150.00
Cole, Desiree A	Kaboom instructor	0.00	0.00	0.00	880.00	880.00
Czujak, Deborah	Substitute	0.00	0.00	0.00	9,575.00	9,575.00
Daniels, Patsy	Substitute	0.00	0.00	0.00	8,440.00	8,440.00
Doyle, Stephanie E	Substitute	0.00	0.00	0.00	240.00	240.00
Fromm, Alice D	Substitute	0.00	0.00	0.00	3,330.00	3,330.00
Gill, Laura	Substitute	0.00	0.00	0.00	1,200.00	1,200.00
Hayes, Sandra L	Substitute	0.00	0.00	0.00	3,140.00	3,140.00

Iles, Allison J	Substitute	0.00	0.00	0.00	880.00	880.00
Keohan, Mary Sue	Substitute	0.00	0.00	0.00	270.00	270.00
Kopitsky, Kathleen G	Substitute	0.00	0.00	0.00	5,110.00	5,110.00
Lewis, David S	Substitute	0.00	0.00	0.00	1,240.00	1,240.00
Napolitano, Denise I	Kaboom instructor	0.00	0.00	0.00	1,200.00	1,200.00
Nelson, Alexandra P	Substitute	0.00	0.00	0.00	90.00	90.00
Noone, Traci M	Substitute	0.00	0.00	0.00	1,215.00	1,215.00
Norton, Jason R	Substitute	0.00	0.00	0.00	640.00	640.00
O'Connor, Thomas	Substitute	0.00	0.00	0.00	1,438.82	1,438.82
Reiter, Laura R	Substitute	0.00	0.00	0.00	70.00	70.00
Salmon, Donald D	Substitute	0.00	0.00	0.00	1,209.97	1,209.97
Scholl, M. Grady	Substitute	0.00	0.00	0.00	2,100.00	2,100.00
Tierney, Mary A	Substitute	0.00	0.00	0.00	525.00	525.00
Van Tassel, Brenna C	Kaboom instructor	0.00	0.00	0.00	480.00	480.00
Watson, Jack R	Substitute	0.00	0.00	0.00	140.00	140.00
Weigand, Geoffrey P	Substitute	0.00	0.00	0.00	630.00	630.00
Widdcombe, Clare	Substitute	0.00	0.00	0.00	350.00	350.00
Total SUBSTITUTES - Eastham Elementary		0.00	0.00	0.00	49,763.79	49,763.79

Nauset Regional Schools
Employee Earnings History
Date Range from 07/01/2018 to 06/30/2019 - Region Accounts

NAUSET REGION COACHES		Base Salary	Overtime	Longevity	All Other	Total
Bell-Lavin, Michael J	Coach	0.00	0.00	-	3,610.00	3,610.00
Bohlin, Neill H	Coach	0.00	0.00	-	4,840.00	4,840.00
Brenneman, Thomas R	Coach	0.00	0.00	-	3,798.50	3,798.50
Chamberlain, Edward F	Coach	0.00	0.00	-	1,991.50	1,991.50
Cullinan, Ryan M	Coach	0.00	0.00	-	3,123.00	3,123.00
Estey, Dwight E	Coach	0.00	0.00	-	7,464.00	7,464.00
Estey, Ethan	Coach	0.00	0.00	-	1,941.50	1,941.50
Freeman, Laura A	Coach	0.00	0.00	-	1,941.50	1,941.50
Gildehaus, Christopher Q	Coach	0.00	0.00	-	10,838.00	10,838.00
Guttmann, Brendan J	Community Education/Coach	11,929.50	0.00	-	4,334.00	16,263.50
Johnson, Andrea g	Coach	0.00	0.00	-	1,991.50	1,991.50
Konich, Ryan M	Coach	0.00	0.00	-	5,016.00	5,016.00
Laheney, David J	Coach	0.00	0.00	-	3,738.00	3,738.00
Lajoie, Peter A	Region Coach	0.00	0.00	-	2,348.00	2,348.00
Leyton, Jean E	Coach	0.00	0.00	-	30.00	30.00
Locke, Andrew R	Coach	0.00	0.00	-	3,516.00	3,516.00
MacDougall, Robert B	Coach	0.00	0.00	-	0.00	0.00
Manganaro, Salvatore J	Coach	0.00	0.00	-	5,427.00	5,427.00
Mason, Douglas H	Coach	0.00	0.00	-	4,466.00	4,466.00
McCarthy, John R	Coach	0.00	0.00	-	5,946.00	5,946.00
McConchie, Craig T	Fall Coach	0.00	0.00	-	2,823.00	2,823.00
McCully, John D	HS Coach	0.00	0.00	-	5,016.00	5,016.00
Nagorski, Catherine A	Coach	0.00	0.00	-	5,016.00	5,016.00
Nobili, Moira B	Coach	0.00	0.00	-	15,357.00	15,357.00

Norton, Timothy C	Coach	0.00	0.00	-	60.00	60.00
O'Neil, Mark O	Coach	0.00	0.00	-	3,610.00	3,610.00
Ortiz, Antonio B	Coach	0.00	0.00	-	3,610.00	3,610.00
Perry, Alexander	Coach	0.00	0.00	-	4,975.00	4,975.00
Phillips, Geoffrey E	Coach	0.00	0.00	-	5,207.50	5,207.50
Pini JR, Harold J	Coach	0.00	0.00	-	5,185.00	5,185.00
Powell, Kaleigh S	Coach	0.00	0.00	-	4,641.00	4,641.00
Rodrigues, Matthew S	Coach	0.00	0.00	-	3,738.00	3,738.00
Rogers, Isabel N	Coach	0.00	0.00	-	3,610.00	3,610.00
Rollo, Ryan E	Coach	0.00	0.00	-	1,561.50	1,561.50
Sim, Yeoun	Coach	0.00	0.00	-	4,975.00	4,975.00
Steinruck, Clifton W	Coach	0.00	0.00	-	3,516.00	3,516.00
Suydam, Jennie Lynn	Coach	0.00	0.00	-	9,163.00	9,163.00
Wilcox, Edward S	Coach	0.00	0.00	-	3,714.00	3,714.00
Wilson, Stephen A	Coach	0.00	0.00	-	5,876.00	5,876.00
Total COACHES		11,929.50	0.00	0.00	168,014.50	179,944.00

NAUSET REGION - COMMUNITY EDUCATION

Barron, Alexis P	Community Education	200.00	0.00	-	0.00	200.00
Butler, Patricia A	Community Education	90.00	0.00	-	0.00	90.00
Cullen, Catherine E	Community Education	425.00	0.00	-	0.00	425.00
Dolbec, David W	Community Education	180.00	0.00	-	0.00	180.00
Doutrich, Cynthia B	Community Education	960.00	0.00	-	0.00	960.00
Fisher-Hilmer, Linda J	Community Education	180.00	0.00	-	0.00	180.00
Hickey, Kathleen M	Community Education	480.00	0.00	-	0.00	480.00
Higgins, Jane P	Community Education	2,740.00	0.00	-	0.00	2,740.00
Hilliard, John A	Community Education	720.00	0.00	-	0.00	720.00
Israel, Deborah A	Community Education	2,000.00	0.00	-	0.00	2,000.00
Lee, Diane	Community Education	960.00	0.00	-	0.00	960.00
Mackell, Louis M	Community Education	840.00	0.00	-	0.00	840.00
Moll, Gloria	Community Education	4,200.00	0.00	-	0.00	4,200.00

Newmier, Wilhelmina	Asst Director Community Ed	10,650.06	0.00	-	0.00	10,650.06
Noyes, Richard K	Community Education	1,440.00	0.00	-	0.00	1,440.00
Oberding, Robert A	Community Education	480.00	0.00	-	0.00	480.00
Smith, Eileen A	Community Education	13,320.00	0.00	-	0.00	13,320.00
Sweeney, Joseph T	Community Education	720.00	0.00	-	0.00	720.00
Symington, Ashley	Community Education	240.00	0.00	-	0.00	240.00
Walkey, Christine F	Community Education	360.00	0.00	-	0.00	360.00
Wentz, Charles R	Community Education	720.00	0.00	-	0.00	720.00
Wibel, Charles	Community Education	120.00	0.00	-	0.00	120.00
Total COMMUNITY EDUCATION		42,025.06	0.00	-	0.00	42,025.06
HIGH SCHOOL						
Abollin, John Paul	HS Ed Asst 60% and HS Teacher 40%	43,777.94	0.00	-	31.92	43,809.86
Adams, Krystal M	HS Guidance Secretary	27,990.06	0.00	-	622.00	28,612.06
Aitchison, Tania A	HS Cafeteria	19,893.22	304.80	350.00	2,596.48	23,144.50
Albright, Lori S	Teacher	97,565.16	0.00	1,500.00	833.00	99,898.16
Allen, Thomas F	HS Teacher	55,684.00	0.00	-	973.00	56,657.00
Anderson, Norma Jean	HS Teacher	11,751.65	0.00	-	49,404.80	61,156.45
Anthony, Daniel W	HS Teacher	55,020.97	0.00	-	1,532.00	56,552.97
Appleton, Scott	Custodian	54,662.40	2,383.09	825.00	300.00	58,170.49
Avery, Joshua	Custodian	50,632.14	0.00	625.00	3,300.00	54,557.14
Avery, Sharon E	Cafeteria Worker	7,148.72	0.00	-	378.53	7,527.25
Bartolini-Trott, Bonnie J	HS SN Teacher	97,565.16	0.00	1,500.00	2,099.66	101,164.82
Beasley, Katherine M	SN Ed Assistant	0.00	0.00	-	3,136.50	3,136.50
Bentz, Airam C	HS Teacher	87,707.65	0.00	-	3,872.00	91,579.65
Birchall, Joanne N	HS SN Ed Assistant	39,421.08	0.00	1,400.00	1,313.00	42,134.08
Birchall, Ryan N	HS Art Teacher	71,412.08	0.00	-	1,802.92	73,215.00
Blascio, Katsiaryna	Teacher	92,283.43	0.00	-	3,477.51	95,760.94
Boggs, Christine M	HS SN Teacher	51,684.36	0.00	-	1,173.68	52,858.04
Bohannon, Justin C	Teacher	86,490.50	0.00	500.00	4,975.00	91,965.50
Bohannon, Meredith N	Teacher	94,145.33	0.00	500.00	0.00	94,645.33

Bolinder, Richard	Groundsman	56,326.40	0.00	925.00	300.00	57,551.40
Boskus, Stephen W	Guidance Counselor	78,463.98	0.00	-	3,598.00	82,061.98
Boyd, Margaret	Ed Assistant	37,741.53	0.00	450.00	340.00	38,531.53
Brady, Jennifer L	HS Teacher	56,910.84	0.00	-	833.00	57,743.84
Brooks, Allison L	HS Teacher	76,890.66	0.00	-	0.00	76,890.66
Brookshire, Edward C	Athletic Event Worker	0.00	0.00	-	280.00	280.00
Brown, Lisa	Teacher	97,565.16	0.00	1,500.00	833.00	99,898.16
Burnett, Laura C	HS Teacher	53,627.83	0.00	-	1,547.00	55,174.83
Cameron, Katie	Guidance Counselor	94,377.16	0.00	-	3,256.00	97,633.16
Campbell, Diane	Region Access	0.00	0.00	-	18,235.00	18,235.00
Carpenter, Pamela	HS Teacher	49,513.47	0.00	-	0.00	49,513.47
Caruso, Angela M	HS Ed Assistant	24,931.83	0.00	-	420.00	25,351.83
Castellano, Alan	Teacher	97,565.16	0.00	2,500.00	127.68	100,192.84
Chiarello, Kerry C	SN Teacher	46,263.39	0.00	-	0.00	46,263.39
Citrone, Amanda V	School Psychologist	65,825.81	0.00	-	2,793.00	68,618.81
Clark, Andrew	Teacher	95,840.35	0.00	1,500.00	5,008.66	102,349.01
Claireaux, Christine	Community Education	95,840.35	0.00	500.00	140.00	96,480.35
Collins, Alana J	HS Ed Assistant	27,963.29	0.00	-	8,948.48	36,911.77
Cowan, Robert	Drivers Ed Instructor	0.00	0.00	-	13,968.00	13,968.00
Craven, Raymond	Teacher	91,893.02	0.00	1,500.00	833.00	94,226.02
Cremins, Joanne	HS Secretary	37,486.83	0.00	1,100.00	4,203.00	42,789.83
DeSimone, Christine	Tutor	116,416.17	0.00	1,500.00	0.00	117,916.17
Davies, Paul	Teacher	19,168.07	0.00	-	0.00	19,168.07
Donovan, David	HS Teacher	94,145.33	0.00	1,500.00	0.00	95,645.33
Eitelbach, Robin C	School Adjustment Counselor	44,772.21	0.00	-	494.00	45,266.21
Ellsasser, Christopher W	High School Principal	150,000.00	0.00	-	833.00	150,833.00
Endich, Roberta	Librarian	97,565.16	0.00	-	833.00	98,398.16
Evans, Henry K	HS Teacher	91,893.02	0.00	-	5,858.00	97,751.02
Fannon, Diane M	HS Cafeteria Worker	19,350.06	0.00	-	225.00	19,575.06
Farris, Thomas A	HS Teacher	94,145.33	0.00	500.00	7,925.76	102,571.09
Faucher, Roger H	HS Teacher	97,565.16	0.00	2,500.00	833.00	100,898.16
Fitzpatrick, Julie Anne	HS Ed Assistant	39,421.08	0.00	1,700.00	1,433.00	42,554.08

Fleming, Sean M	HS Asst Priiicipal	111,327.00	0.00	-	1,771.00	113,098.00
Ford, Lillian Ashley	HS SN Teacher	40,575.20	0.00	161.77	0.00	40,736.97
Foster, Larkin	HS SN Teacher	4,261.95	0.00	-	22,281.85	26,543.80
Gordon, Jerrold A	HS Teacher	71,174.67	0.00	-	5,000.92	76,175.59
Graves Newton, Holly Faith	Cafeteria Manager	23,425.98	0.00	-	1,364.56	24,790.54
Grozier, Christine H	HS SN Ed Assistant	44,298.06	0.00	1,200.00	1,768.00	47,266.06
Hamer, Judith	HS Teacher	97,565.16	0.00	2,000.00	1,705.00	101,270.16
Hendricks, Ezra	HS Teacher	94,145.33	0.00	500.00	14,350.50	108,995.83
Hepinstall, Karen E	HS Teacher	97,565.16	0.00	1,500.00	0.00	99,065.16
Hicks, Brian R	HS Teacher	91,893.02	0.00	1,500.00	5,473.33	98,866.35
Higgins, Kenneth	Athletic Event Worker	0.00	0.00	-	540.00	540.00
Horton, David S	HS Cafeteria Worker	13,104.57	0.00	-	4,989.04	18,093.61
Hoyt, Joseph C	HS Teacher	55,020.97	0.00	-	0.00	55,020.97
Hu, Xiaochuan	HS Teacher	61,933.30	0.00	-	0.00	61,933.30
Ilkovich, Katie	HS SN Ed Assistant	20,554.59	0.00	-	6,409.00	26,963.59
Johnston, Ross B	HS Teacher	97,565.16	0.00	1,500.00	0.00	99,065.16
Kandall, Amy	HS Teacher	91,893.02	0.00	500.00	0.00	92,393.02
Keavy, Debra A	HS Teacher	88,036.38	0.00	-	360.52	88,396.90
Kelley, Paul M	HS Teacher	54,088.65	0.00	-	969.42	55,058.07
Kelly, Jeffrey J	HS teacher/Ed Assistant	0.00	0.00	-	3,510.00	3,510.00
Kenyon, Keith Edward	HS Asst Principal	123,453.00	0.00	-	2,128.00	125,581.00
Keon, Diane Smith	HS Teacher	97,565.16	0.00	1,500.00	1,216.04	100,281.20
Kerse-McMillin, Maura C.	HS Teacher	94,145.33	0.00	500.00	6,336.00	100,981.33
King, Selena F	HS Teacher	94,145.33	0.00	2,000.00	5,025.00	101,170.33
Kmtec, Ariana L	HS Teacher	74,240.63	0.00	-	9,591.33	83,831.96
LaBranche, Christine W	HS Secretary	37,633.83	0.00	600.00	12,917.00	51,150.83
LaBranche, Robert A	HS Teacher	91,893.02	0.00	500.00	11,181.33	103,574.35
Lagasse, Karen M	HS Teacher	95,840.35	0.00	2,000.00	11,775.07	109,615.42
Layne, Alister A	HS Custodian	40,354.40	422.68	-	5,955.60	46,732.68
Leary, Geoffrey W	Driver Ed Coord/Instructor	0.00	0.00	-	13,156.00	13,156.00
Lebow, Elizabeth A	HS Teacher	112,335.49	0.00	1,500.00	1,061.00	114,896.49
Lindahl, Paul	HS Teacher	94,145.33	0.00	500.00	0.00	94,645.33

Loureiro, Cristina O	Computer Tech Support	37,577.34	72.15	-	0.00	37,649.49
Lum, Sally	HS Teacher	84,733.00	0.00	-	0.00	84,733.00
MacDonald, Kathleen Z	HS Teacher	95,520.83	0.00	-	12,832.66	108,353.49
MacDonald, Kathryn	Substitute	284.70	0.00	-	0.00	284.70
Madoc-Jones, Jessica	HS Ed Asstant	0.00	0.00	-	1,275.00	1,275.00
Margotta, Genevieve Snider	HS SN Teacher	53,334.82	0.00	-	1,685.00	55,019.82
Marquit, Jayne H	Ed Assistant	39,587.13	0.00	1,700.00	120.00	41,407.13
Mathison, Alexis K	HS Teacher	48,913.59	0.00	-	5,338.92	54,252.51
Mathison, Mark W	HS SN Teacher	91,893.02	0.00	2,500.00	3,516.00	97,909.02
Mattson, John K	HS Athletic Director	100,822.00	0.00	-	416.50	101,238.50
Maynard, Kenneth	HS Teacher	0.00	0.00	-	11,536.20	11,536.20
McCully, Kathleen F	HS Teacher	94,145.33	0.00	1,500.00	5,167.00	100,812.33
McGown, Jane	HS Teacher	95,520.83	0.00	1,500.00	3,834.33	100,855.16
McGrath, Scott	HS PE Teacher	61,731.86	0.00	-	1,562.20	63,294.06
McNamara, Michael P	HS Teacher	91,893.02	0.00	-	937.50	92,830.52
Milan, Neal A	Director of Access Program	96,292.00	0.00	-	16,335.52	112,627.52
Morton, Vanessa L	HS SN Teacher	63,624.19	0.00	-	1,737.00	65,361.19
Mountain, Mary Ellen	HS Substitute	3,708.45	0.00	-	0.00	3,708.45
Mulholland, Sean J	HS Teacher	86,898.00	0.00	-	7,673.84	94,571.84
Nannini, Anthony J	High School Facilities Mgr	71,762.64	960.72	-	300.00	73,023.36
Nelson, Jr, Roger E	HS Ed Assistant	39,273.06	0.00	1,200.00	1,106.00	41,579.06
Nielsen, Lise Hembrough	Driver Education Teacher	0.00	0.00	-	4,638.00	4,638.00
Norregard, Susan A	High School Ed Assistant	37,741.53	0.00	450.00	2,687.50	40,879.03
Novacon, Karen J	HS Teacher	94,145.33	0.00	1,500.00	833.00	96,478.33
Ochoa-Roloff, Carolina	HS Teacher	33,855.43	0.00	-	1,575.72	35,431.15
Ogden, Virginia R	HS Teacher	82,729.16	0.00	2,500.00	0.00	85,229.16
Oriandella, Lisa E	HS Teacher	91,893.02	0.00	-	5,858.00	97,751.02
Paulu, Michele M	HS Athletic Trainer	78,885.35	0.00	500.00	1,015.00	80,400.35
Peno, Jesse S	HS Teacher	85,863.32	0.00	-	5,001.00	90,864.32
Peters, Rydell S	HS Teacher	51,535.51	0.00	-	1,418.50	52,954.01
Pickard, Jacob F	SN Teacher	51,327.48	0.00	-	3,704.00	55,031.48
Pollo, Ricardo R	High School Teacher	76,332.75	0.00	-	1,972.92	78,305.67

Potts, David G	HS Teacher	82,729.16	0.00	2,000.00	23,276.37	108,005.53
Quigley, Julie E	HS Teacher	37,135.05	0.00	-	833.00	37,968.05
Read, Lynn E	Ed Assistant	39,273.06	0.00	1,200.00	180.00	40,653.06
Reeves, Jessica Jean	Math Teacher	91,103.98	0.00	-	1,730.00	92,833.98
Richards, Sharon C	HS Teacher	91,893.02	0.00	500.00	9,447.44	101,840.46
Roberts, Amy Lynn	Spanish Teacher	97,565.16	0.00	-	5,090.99	102,656.15
Rohmer, Edward F	Integration Technology Specialist	60,000.00	0.00	-	0.00	60,000.00
Ross, Maureen Keegan	SN Ed Assistant	25,448.61	0.00	-	2,561.03	28,009.64
Schwebach, Suzanne M	Ed Assistant	39,288.93	0.00	1,200.00	300.00	40,788.93
Seiser, Beth A	HS Teacher	55,028.17	0.00	-	2,634.00	57,662.17
Shedlosky III, Robert	HS SN Ed Assistant	24,020.28	0.00	-	6,518.30	30,538.58
Simon, Marlene B	Substitute	0.00	0.00	-	5,046.08	5,046.08
Simpson, Courtney W	HS Teacher	88,121.00	0.00	-	1,161.66	89,282.66
Simpson, Luke E	HS Teacher	91,893.02	0.00	-	833.00	92,726.02
Smith, Dorothea A	Guidance Counselor	100,202.24	0.00	1,500.00	14,022.00	115,724.24
Smith, Noelle K	Teacher	91,893.02	0.00	-	5,323.66	97,216.68
Spampinato, Marcia W	HS Principal's Secretary	61,200.83	0.00	1,100.00	1,888.45	64,189.28
Spencer, Susan J	HS SN Ed Assistant	39,336.54	0.00	1,400.00	40.00	40,776.54
Stanleys, Jaime L	HS Nurse	57,701.00	0.00	-	0.00	57,701.00
Stevens, Heather L	HS Teacher	94,145.33	0.00	500.00	7,570.75	102,216.08
Stevens, Jennifer L	HS Teacher	72,096.66	0.00	-	5,573.60	77,670.26
Stewart, Sarah E	HS Guidance Counselor	68,459.47	0.00	-	4,028.66	72,488.13
Straughn, Eren	HS Custodian	38,028.80	816.65	-	1,964.00	40,809.45
Strunk, Bruce R	HS Teacher	81,264.18	0.00	-	21,829.00	103,093.18
Sullivan, Erin B	HS SN Teacher	67,872.22	0.00	-	10,701.00	78,573.22
Swiniarski, Stephen J	Substitute	98,713.68	0.00	2,500.00	2,710.00	103,923.68
Terkanian, Harry S	Math Instructor	0.00	0.00	-	1,857.45	1,857.45
Tichnor, Richard L	HS Teacher	37,480.17	0.00	-	3,136.50	40,616.67
Timmons, Mae A	HS Speech Therapist	97,565.16	0.00	1,200.00	5,487.00	104,252.16
Tortorella, Susan L	HS Teacher	70,186.83	0.00	-	833.00	71,019.83
Tringale, Kathleen A	HS Teacher	97,565.16	0.00	1,500.00	9,587.00	108,652.16
Tupper, Katherine	HS SN Secretary	43,802.10	0.00	1,350.00	125.00	45,277.10

Tupper, Stephanie J	HS Teacher	66,002.03	0.00	-	2,971.00	68,973.03
Van Winkle, Stephanie Gomes	HS Guidance Counselor	12,498.25	0.00	-	0.00	12,498.25
Wall, Lauren J	Ed Assistant	42,565.91	0.00	1,400.00	140.00	44,105.91
Weeks, Addison J	HS Teacher	50,872.33	0.00	-	6,890.00	57,762.33
White, Brian M	Guidance Counselor	100,202.24	0.00	-	3,636.00	103,838.24
White, Gregory R	HS Teacher	109,648.02	0.00	1,500.00	1,080.00	112,228.02
Wilson, Ellis S	HS Custodian	39,191.60	843.12	-	1,964.00	41,998.72
Wright, Philip	HS Teacher	17,322.02	0.00	-	0.00	17,322.02
Yurgelun, Nancy C	Tutor	21,420.45	0.00	-	1,230.72	22,651.17
deBaun Yates, Jenny E	HS Teacher	94,145.33	0.00	-	833.00	94,978.33
Total HIGH SCHOOL		9,745,190.24	5,803.21	75,036.77	595,867.06	10,421,897.28

MIDDLE SCHOOL

Allen, Lyndsey E	MS SN Ed Assistant	6,231.87	0.00	-	40.00	6,271.87
Ambrose, Clifford	Custodian	51,493.60	1,721.03	625.00	2,064.00	55,903.63
Anthony, Megan L	Middle School Teacher	84,345.14	0.00	-	1,129.96	85,475.10
Bader, Carol A	MS SN Secretary	41,672.92	0.00	-	1,900.00	43,572.92
Baldwin, Nancy P	Teacher	94,145.33	0.00	500.00	1,414.92	96,060.25
Barr, Gregory A	Middle School Teacher	90,468.34	0.00	-	6,066.00	96,534.34
Barrett, Debra M	Long Term substitute	0.00	0.00	-	12,221.75	12,221.75
Berger, Hayden F	SN Ed Assistant	13,953.53	0.00	-	561.69	14,515.22
Bertrand, Shannon	Teacher	97,565.16	0.00	1,500.00	714.00	99,779.16
Blair, Gail L	Ed Assistant	39,407.96	0.00	1,400.00	660.00	41,467.96
Blau, Reva T	MS Teacher	53,336.01	0.00	-	1,577.00	54,913.01
Bonanni, John M	MS SN Teacher	62,047.18	0.00	-	5,577.50	67,624.68
Brady, Joann L	Data Reporting Specialist	64,662.90	0.00	-	0.00	64,662.90
Bucar, James F	Ed Assistant	40,528.88	0.00	450.00	1,484.00	42,462.88
Bucknor, Chelsea S	MS SN Teacher	36,794.16	0.00	-	0.00	36,794.16
Burroughs, Leigh A	Middle School Teacher	94,145.33	0.00	-	2,829.84	96,975.17
Caira, Kristen M	MS SN Teacher	56,559.67	0.00	-	2,728.80	59,288.47
Cantler, Aaron M	Teacher	86,490.50	0.00	-	714.00	87,204.50

Carlson, Jan	MS Secretary	42,986.31	0.00	1,350.00	0.00	44,336.31
Cedeno, Anthony G	MS GUIDANCE	100,202.24	0.00	500.00	1,778.00	102,480.24
Chace, Alison H	MS Secretary	3,574.77	0.00	-	0.00	3,574.77
Chapman, Anthony	Custodian	53,032.40	1,523.50	625.00	1,964.00	57,144.90
Clark, Stacy C	MS SN Teacher	87,707.65	0.00	-	986.00	88,693.65
Cohen, Paul H	Middle School Custodian	42,932.40	2,016.57	-	5,963.59	50,912.56
Curtis, Karen	MS SN Ed Asst	39,273.06	0.00	1,200.00	700.00	41,173.06
DeOlivera, Cynthia B	MS Cafeteria Manager	34,025.39	0.00	350.00	859.70	35,235.09
Dewey, Erika M	Teacher	49,313.67	0.00	-	0.00	49,313.67
DiPaolo, Beverly J	MS Teacher	51,894.30	0.00	-	775.00	52,669.30
Dias, Antonia	MS Cafeteria	17,448.75	0.00	-	225.00	17,673.75
Earle, Peter	Extracurricular	0.00	0.00	-	5,278.50	5,278.50
Ferreira, Shannah J	MS SN Teacher	55,774.50	0.00	-	0.00	55,774.50
Fields, Stephanie L	MS SN Ed Assistant	39,254.85	0.00	750.00	220.00	40,224.85
Flanagan, Julie M	MS Teacher	95,840.35	0.00	-	2,823.00	98,663.35
Fleischer, Amy L	MS Teacher	67,462.00	0.00	-	476.46	67,938.46
Gengarelly, Laurie J	MS SN Ed Assistant	39,939.60	0.00	1,400.00	120.00	41,459.60
Glennon, Margaret A	MS Teacher	59,520.16	0.00	-	3,717.50	63,237.66
Grant, Jennifer	Educational Assistant	38,057.54	0.00	450.00	1,428.00	39,935.54
Green, Mary Kathleen	Ed Assistant	34,715.28	0.00	750.00	3,451.70	38,916.98
Gula, Jennifer E	MS Teacher	97,565.16	0.00	500.00	0.00	98,065.16
Hagopian, Berj N	MS Teacher	97,565.16	0.00	1,500.00	1,334.00	100,399.16
Hall, Auburn LF	MS Teacher	38,766.30	0.00	-	31.92	38,798.22
Hamilton, Jennifer M	MS School Psychologist	89,511.35	0.00	-	2,766.00	92,277.35
Hammond, Majen P	Teacher	26,000.00	0.00	-	3,862.00	29,862.00
Hartung, Bonnie K	MS Nurse	69,621.85	0.00	-	0.00	69,621.85
Harvey, Katherine	MS Teacher	91,893.02	0.00	-	95.76	91,988.78
Howell, Pamela T	MS Teacher	91,893.02	0.00	-	3,875.00	95,768.02
Hutton, Sarah P	MS Teacher	91,893.02	0.00	-	0.00	91,893.02
Jackman, Bonnie E	Social Worker	92,538.89	0.00	500.00	0.00	93,038.89
Jackson, Brandy B	Middle School Teacher	44,328.80	0.00	-	7,980.00	52,308.80
Johnson, Colleen Warwick	Ed Assistant	5,225.81	0.00	-	527.74	5,753.55

Johnson, Gregory H	MS Ed Assistant	34,905.38	0.00	-	880.00	35,785.38
Jones, John P	MS Custodian	22,863.60	94.60	-	300.00	23,258.20
Kelly, Jodi L	MS Teacher	51,486.00	0.00	-	199.50	51,685.50
Kendrew, Ingrid E	MS Teacher	91,893.02	0.00	500.00	1,438.62	93,831.64
Kieffer, Johanne M	MS SN Ed Assistant	39,203.73	0.00	750.00	220.00	40,173.73
Kirouac, Sean	MS Teacher	80,425.51	0.00	-	3,062.00	83,487.51
Kobold, Julie	MS Principal	123,476.02	0.00	-	47.50	123,523.52
Koch, Michelle R	MS Ed Assistant	39,529.07	0.00	750.00	1,259.00	41,538.07
Krikorian, Kathleen	MS SN Ed Assistant	39,273.06	0.00	750.00	734.00	40,757.06
Lane, Theresa L	Ed Assistant	39,273.06	0.00	1,200.00	2,209.80	42,682.86
Lavery, Brian D	MS PE Teacher	91,893.02	0.00	-	11,412.52	103,305.54
Leighton, Ann C	Spanish Teacher	76,482.04	0.00	-	3,511.92	79,993.96
Leong, Michelle P	MS Teacher	60,328.51	0.00	-	6,452.00	66,780.51
Liska, Kathleen I	SN Ed Assistant	17,609.40	0.00	-	6,372.33	23,981.73
MacLelland, Eloise G	MS Teacher	95,840.35	0.00	500.00	627.61	96,967.96
Mack, Kristina L	MS SN Teacher	77,980.16	1,771.20	-	63.84	79,815.20
Malloy, Kate M	MS Teacher	88,980.28	0.00	-	689.25	89,669.53
Maloney, Rose M	MS SN Ed Assistant	22,666.56	0.00	-	340.00	23,006.56
McCarthy, Tammy J	MS Teacher	97,565.16	0.00	-	155.42	97,720.58
McConchie, Ann S	MS Teacher	98,025.00	0.00	500.00	3,709.50	102,234.50
Minkoff, Maxine	MS Principal	140,130.00	0.00	-	0.00	140,130.00
Monaghan, Cathy F	MS Teacher	91,893.02	0.00	-	0.00	91,893.02
Moore, Michael G	MS Teacher	97,565.16	0.00	2,500.00	3,420.00	103,485.16
Morris, Catherine E	Ed Assistant	38,458.52	0.00	1,400.00	2,907.92	42,766.44
Needel, Anne M	MS Teacher	97,565.16	0.00	500.00	1,172.00	99,237.16
Newell, Jessica A	MS Adjustment Counselor	32,352.03	0.00	-	8,264.00	40,616.03
Nicholson, Dawn	Ed Assistant	39,627.00	0.00	450.00	2,308.00	42,385.00
Nickerson, Linda	MS Nurse	81,264.18	0.00	500.00	0.00	81,764.18
O'Brien, Mary Catherine	Ed Assistant	38,346.05	0.00	450.00	240.00	39,036.05
O'Hara, Cristin E	MS Teacher	87,707.65	0.00	500.00	2,348.00	90,555.65
O'Neil, Dawn J	MS Teacher	97,565.16	0.00	1,500.00	2,766.00	101,831.16
Pacileo, Marisa A	MS Ed Assistant	23,321.52	0.00	-	0.00	23,321.52

Page, Phillip	Custodian	29,424.00	736.08	925.00	300.00	31,385.08
Paulus, Ann K	MS Teacher	91,893.02	0.00	-	0.00	91,893.02
Pavlu, Edward J	MS Teacher	97,565.16	0.00	500.00	4,582.00	102,647.16
Perry, Vivian M	Ed Assistant	39,273.06	0.00	750.00	200.00	40,223.06
Peters, Richard E	MS Custodian	44,262.00	408.96	-	300.00	44,970.96
Peterson, Richard F	teacher	95,840.35	0.00	-	5,620.92	101,461.27
Pino, Marie T	MS Guidance Secretary	49,483.20	0.00	-	0.00	49,483.20
Pirfle, Leslie E	MS Teachers	81,099.66	0.00	-	1,968.00	83,067.66
Post, Rebecca HD	MS Ed Assistant	6,266.10	0.00	-	319.11	6,585.21
Prickitt, Margaret H	MS SN Ed Assistant	25,083.21	0.00	-	6,158.73	31,241.94
Puffer, Jacqueline A	Middle School Teacher	62,739.52	0.00	-	0.00	62,739.52
Reddish, Karen A	MS Teacher	97,565.16	0.00	1,500.00	1,821.00	100,886.16
Richard, Paul	MS Head Custodian	78,937.00	291.23	1,000.00	1,380.00	81,608.23
Roy, Marie-France	Middle School Teacher	85,505.34	0.00	-	0.00	85,505.34
Schnitzer, Dawn N	MS SN Teacher	94,145.33	0.00	-	0.00	94,145.33
Schumacher, Karishma R	MS SN Ed Assistant	7,330.29	0.00	-	80.00	7,410.29
Sheehan, William P	MS SN Teacher	97,565.16	0.00	500.00	0.00	98,065.16
Sherman, Christine C	Substitute	0.00	0.00	-	25,900.00	25,900.00
Siemer, Nancy A	MS Ed Assistant	28,192.59	0.00	-	796.62	28,989.21
Silva, Pamela	MS Secretary to the Principal	59,217.60	491.28	1,100.00	0.00	60,808.88
Simms, John	MS Teacher	73,396.64	0.00	-	31.92	73,428.56
Simpson, Christy L	MS Teacher	71,831.55	0.00	-	2,655.00	74,486.55
Smith, Lorraine	MS Speech Therapist	99,373.26	0.00	2,500.00	0.00	101,873.26
Sousa, Katie E	MS SN Teacher	97,565.16	0.00	500.00	2,766.00	100,831.16
Thatcher, Kimberly A	MS SN Ed Assistant	40,453.05	0.00	750.00	6,246.00	47,449.05
Van Tassel, Kristin E	MS SN Teacher	55,739.80	0.00	-	16,782.00	72,521.80
VanKlee Jr, Harold M	Groundsman	17,875.60	567.41	-	300.00	18,743.01
Vining, Kerri L	SN Teacher	82,729.16	0.00	500.00	228.00	83,457.16
Von Hausen, Estefania G	MS Teacher	59,662.34	0.00	-	1,760.00	61,422.34
Walther, Wendy T	MS Teacher	66,169.50	0.00	-	209.00	66,378.50
Ward, Lawrence F	MS Custodian	42,004.32	2,159.16	-	1,964.00	46,127.48
Warren, Patricia A	MS SN Teacher	95,141.63	0.00	500.00	6,404.00	102,045.63

Wiley, Kerry	MS SN Ed Assistant	39,273.06	0.00	1,700.00	120.00	41,093.06
Williams, Monique A	MS SN Ed Assistant	19,731.23	0.00	-	105.22	19,836.45
Williams, Shelby E	Guid Coun/ Soc Work	96,253.35	0.00	-	2,050.00	98,303.35
Total MIDDLE SCHOOL		7,087,687.86	11,781.02	39,825.00	251,080.58	7,390,374.46

REGION ONLY		Salary	Overtime	Longevity	All Other	Total
Cahill, Maryanne	Preschool Ed Assist	31,418.53	0.00	450.00	979.63	32,848.16
Day, Judith	MS Cafeteria	27,609.64	0.00	850.00	3,496.92	31,956.56
Edwards, Julie	Physical Therapist	56,101.48	0.00	-	0.00	56,101.48
Fitzgerald, Esther	Adult Ed Director	28,034.20	0.00	850.00	0.00	28,884.20
Manach, Emily R	Educational Assistant	28,913.76	0.00	450.00	1,084.15	30,447.91
O'Connell, Nancy	WES Preschool Teacher	95,840.35	0.00	2,000.00	1,643.33	99,483.68
O'Connor, Yvonne M	Pre-School Teacher	2,210.00	0.00	-	147.60	2,357.60
Raimo, Carey	Occupational Therapist	87,707.86	0.00	-	0.00	87,707.86
Rice, Daria W	Occupational Therapist	87,707.65	0.00	-	0.00	87,707.65
Rotti, Marjorie H	Secretary to Adult Ed Director	8,266.32	0.00	600.00	0.00	8,866.32
Souza, Judith E	Cafeteria	25,532.88	0.00	1,400.00	481.22	27,414.10
Swerton, Gail P	Speech Therapist Summer School	6,285.49	0.00	-	0.00	6,285.49
Total REGION ONLY		485,628.16	0.00	6,600.00	7,832.85	500,061.01

REGION REVOLVING		Salary	Overtime	Longevity	All Other	Total
Carbin, Linda M	Speech Pathologist	977.85	0.00	-	0.00	977.85
Ferrara, Margaret M	Preschool Ed Assistant	27,707.49	0.00	450.00	40.00	28,197.49
O'Connell, Joanne T	Speech/Language Preschool	52,492.41	0.00	-	1,910.25	54,402.66
Smith, Sharon M	Pre School Therapist	34,759.20	0.00	-	0.00	34,759.20
Stevens, Joanna W	Pre School Director	71,387.15	0.00	-	0.00	71,387.15
Total REGION REVOLVING		187,324.10	0.00	450.00	1,950.25	189,724.35

REGION SHARED		Salary	Overtime	Longevity	All Other	Total
Boulos, Constance	Treasurer	3,840.00	0.00	-	0.00	3,840.00
Caretti, Ann	Director of Student Svcs	145,839.76	0.00	-	0.00	145,839.76
Chappel, Michael R	CO Custodian	8,037.14	0.00	-	0.00	8,037.14
Conrad, Thomas	Superintendent of Schools	193,280.53	0.00	-	0.00	193,280.53
Consiglio-Noks, Arlynn	Secret to Student Svcs Dir	69,122.93	0.00	-	0.00	69,122.93
Daley, Janet H	Business Office Clerk	45,981.00	0.00	-	0.00	45,981.00
Fernandes, Abigail L	CO Secretary A/P	55,926.00	0.00	-	0.00	55,926.00
Forgione, Carol A	HR Director	93,517.93	0.00	-	0.00	93,517.93
Gauley, Keith	Assistant Superintendent	70,000.00	0.00	-	0.00	70,000.00
Kremer, Ralf	Network Systems Administrator	86,491.00	0.00	750.00	0.00	87,241.00
Lavoine, Barbara A	Director of Technology	104,436.23	0.00	-	0.00	104,436.23
Miller, Sarah E	Secretary to the Asst Superintendent	58,563.69	0.00	-	0.00	58,563.69
Mohan, Thomas	Out of District Coordinator	45,593.85	0.00	-	0.00	45,593.85
Mullen, Barbara A	Substitute HR Clerk	0.00	0.00	-	7,670.50	7,670.50
Murray, Susan G	Director of Food Service	88,289.84	0.00	-	15,143.00	103,432.84
Newcomb, Lori L	Secy to the Business Manager	54,076.80	0.00	-	0.00	54,076.80
Nowack, James M	Accounting Manager	109,931.25	0.00	-	0.00	109,931.25
Sandison, Rhonda J	HR & Accounting Assistant	45,981.00	0.00	-	0.00	45,981.00
Tefft, Ann M	Administrative Asst to Superintendent	84,694.85	0.00	-	2,605.64	87,300.49
Venditti, Giovanna B	Dir of Finance & Operations	144,188.80	0.00	-	0.00	144,188.80
Wallen, Susan A	Payroll and Benefits Coord	69,233.85	0.00	-	0.00	69,233.85
Yarletts, Mackenzie L	Computer Technician	62,238.22	0.00	-	0.00	62,238.22
Total REGION SHARED		1,639,264.67	0.00	750.00	25,419.14	1,665,433.81
REGION WORKING FOR TOWN		Salary	Overtime	Longevity	All Other	Total
Allard, Margaret E	Ed Assistant	13,408.90	0.00	-	0.00	13,408.90
Anson, Amy H	Pre School Ed Assistant	0.00	0.00	-	140.00	140.00
Bergstrom, Debra A	Eddy SN Ed Assistant	14,999.37	0.00	-	0.00	14,999.37

Berzinis, MaryD	Speech Therapist	39,664.52	0.00	-	228.00	39,892.52
Bianchi, Elizabeth A	Ed Assistant	31,418.53	0.00	1,200.00	988.76	33,607.29
Bono, Sonja A	Adjustment Counselor	7,272.72	0.00	-	0.00	7,272.72
Brunelle, Donna M	Ed Assistant	1,151.91	0.00	-	2,653.12	3,805.03
Carr, Deborah	Ed Assistant	11,420.83	0.00	-	2,872.94	14,293.77
Chudomel, Diane S	SN Ed Assitant	21,563.10	0.00	-	0.00	21,563.10
Doherty, Michaela B	Preschool Secretary	29,205.68	0.00	1,100.00	0.00	30,305.68
Escher, Mary Christine	Teacher	25,433.16	0.00	-	8,133.16	33,566.32
Hinote, Danielle DeSimone	Preschool OT	46,339.86	0.00	-	0.00	46,339.86
King, Kelly A	Pre-School Teacher	76,398.84	0.00	-	0.00	76,398.84
Margotta, Kathryn M	Ed Assistant	32,205.19	0.00	1,400.00	916.15	34,521.34
Meyer, Deborah A	Teacher Title 1 and SBES	33,532.05	0.00	-	294.50	33,826.55
Mortano, Dawn M	Ed Assistant	31,418.53	0.00	750.00	1,016.15	33,184.68
Pina, Michelle D	Region OT	41,183.64	0.00	-	328.66	41,512.30
Pranga, Christina L	Ed Assistant Preschool	20,053.02	0.00	-	327.03	20,380.05
Regan, Melissa J	Pre K SN Teacher	43,836.66	0.00	-	0.00	43,836.66
Ryan, Eileen G	Ed Assistant	33,900.05	0.00	1,200.00	893.19	35,993.24
Ryan, Justine A	SB Preschool Teacher	97,661.03	0.00	500.00	986.00	99,147.03
Smith, Gail M	Ed Assistant	580.63	0.00	-	0.00	580.63
Souther, Deidre J	Ed Assistant	13,048.88	0.00	-	0.00	13,048.88
Springer, Soni R	Tutor	0.00	0.00	-	1,881.90	1,881.90
Sullivan, Linda Lee	Eddy SN Ed Assistant	14,953.34	0.00	-	0.00	14,953.34
Tlumacki, Jessica	Speech and Lang uage	38,638.80	0.00	-	514.60	39,153.40
Wallace, Marjorie A	WES Teacher	10,203.47	0.00	-	104.50	10,307.97
Total REGION WORKING FOR TOWN		729,492.71	0.00	6,150.00	22,278.66	757,921.37

REGION SUBSTITUTES		Salary	Overtime	Longevity	All Other	Total
Anthony, Laird P	Substitute	0.00	0.00	-	810.00	810.00
Ayala, Alexander	Substitute	0.00	0.00	-	138.00	138.00
Bader, Brandon	MS SN Ed Assistant	0.00	0.00	-	1,600.00	1,600.00
Berg, Kathryn J	Substitute	0.00	0.00	-	2,200.00	2,200.00

Branch, Taylor Nicole	Firebirds	0.00	0.00	-	1,284.00	1,284.00
Brintnall, Auralie D	Substitute	0.00	0.00	-	3,480.50	3,480.50
Brodeur, Kerry	Substitute	0.00	0.00	-	105.00	105.00
Caliri, Diane E	Substitute	0.00	0.00	-	6,339.00	6,339.00
Callahan, Anna S	Substitute	0.00	0.00	-	3,440.94	3,440.94
Carnathan, Susan M	Substitute	0.00	0.00	-	14,331.50	14,331.50
Ciborowski Jr, John	Substitute	0.00	0.00	-	1,980.00	1,980.00
Clough, Barbara J	Substitute	0.00	0.00	-	975.00	975.00
Corsini, Frank	Substitute	0.00	0.00	-	80.00	80.00
Cottrell, Christine A	Substitute	0.00	0.00	-	595.00	595.00
Culhane, Mary E	Substitute	0.00	0.00	-	494.50	494.50
DE Castro, Marismar R	Substitute	0.00	0.00	-	1,177.50	1,177.50
Delfino, Linda M	Substitute	0.00	0.00	-	9,570.00	9,570.00
Doyle, Stephanie E	Substitute	0.00	0.00	-	4,120.00	4,120.00
Dugas, Megan A	Substitute	0.00	0.00	-	1,050.00	1,050.00
Flynn, Richard	Substitute	0.00	0.00	-	38.50	38.50
Forgione, Joseph	Whitecaps	0.00	0.00	-	993.00	993.00
Franchitto, Dana L	Substitute	0.00	0.00	-	10,910.00	10,910.00
Gardner, Charles F	Substitute	0.00	0.00	-	585.00	585.00
Gill, Laura	Substitute	0.00	0.00	-	2,250.00	2,250.00
Gregory, Patricia A	Substitute	0.00	0.00	-	2,356.18	2,356.18
Grudzina, Perci	Substitute	0.00	0.00	-	960.00	960.00
Hayes, Sandra L	Substitute	0.00	0.00	-	196.67	196.67
Holguin, Michael David	Substitute	0.00	0.00	-	80.00	80.00
Honda, Barbara G	Substitute	0.00	0.00	-	90.00	90.00
Jordan, Edward J	Substitute	0.00	0.00	-	10,080.00	10,080.00
Katherman, Judith T	Substitute	0.00	0.00	-	180.00	180.00
Kelly, Karen	Substitute	0.00	0.00	-	1,980.00	1,980.00
Kelly, Madeline O	Firebirds	0.00	0.00	-	1,320.00	1,320.00
Keohan, MarySue	Substitute	0.00	0.00	-	540.00	540.00
Keon, Taylor A	Substitute	0.00	0.00	-	400.00	400.00
Kopitsky, Kathleen G	Substitute	0.00	0.00	-	175.00	175.00

LeBlanc, Catherine	Proctor	0.00	0.00	-	750.00	750.00
LeBlanc, John	Proctor	0.00	0.00	-	750.00	750.00
Leduc, Diane J	Substitute	0.00	0.00	-	450.00	450.00
Lee-DeStefano, Tracy L	Substitute	0.00	0.00	-	1,250.00	1,250.00
Lopardo, Larisa	Substitute	0.00	0.00	-	1,675.00	1,675.00
Mack, TylerAnn M	Substitute	0.00	0.00	-	19,361.00	19,361.00
Marcellino, Norma	Substitute	0.00	0.00	-	1,890.00	1,890.00
Martin, Jordan D	Whitecaps	0.00	0.00	-	981.00	981.00
McDermott, Nancy H	Substitute	0.00	0.00	-	990.00	990.00
McGuigan, Johanna E	Substitute	0.00	0.00	-	28,477.62	28,477.62
McIntyre, Margo L	Substitute	0.00	0.00	-	675.00	675.00
Nelson, Alexandra P	Substitute	0.00	0.00	-	450.00	450.00
Nelson Sr, Roger E	Substitute	0.00	0.00	-	80.00	80.00
New, John E	HS LT Sub	0.00	0.00	-	1,835.05	1,835.05
Noone, Traci M	Substitute	0.00	0.00	-	8,100.00	8,100.00
Noone-Price, Maeve E	Firebirds	0.00	0.00	-	1,104.00	1,104.00
O'Neal, Chloe	Substitute	0.00	0.00	-	440.00	440.00
Paskavitch, Rylee	Whitecaps	0.00	0.00	-	282.00	282.00
Pelletier, Michelle R	Substitute	0.00	0.00	-	240.00	240.00
Piebes, Sarah L	Substitute	0.00	0.00	-	70.00	70.00
Putnam, Carrine E	Substitute	0.00	0.00	-	140.00	140.00
Quill, Joanne L	Substitute	0.00	0.00	-	960.00	960.00
Rose, Marian S	Substitute	0.00	0.00	-	240.00	240.00
Scholl, M. Grady	Substitute	0.00	0.00	-	1,110.00	1,110.00
Silberberg, David	Substitute	0.00	0.00	-	2,795.00	2,795.00
Sipple, Dale L	Substitute	0.00	0.00	-	3,763.80	3,763.80
Stanley, Kenneth M	Substitute	0.00	0.00	-	4,188.70	4,188.70
Stein, Beth R	Substitute	0.00	0.00	-	300.00	300.00
Thompson, Vicki	Substitute	0.00	0.00	-	3,015.00	3,015.00
Tierney, Mary A	Substitute	0.00	0.00	-	1,050.00	1,050.00
Vendetti, Stacey M	Substitute	0.00	0.00	-	3,170.00	3,170.00
Viprino, Kristine	Substitute	0.00	0.00	-	500.00	500.00

Walsh, Christa G	Firebirds	0.00	0.00	-	198.00	198.00
Walther, Anne M	Substitute	0.00	0.00	-	2,100.00	2,100.00
Weigand, Geoffrey P	Substitute	0.00	0.00	-	180.00	180.00
Wentz, Elizabeth Z	Substitute	0.00	0.00	-	2,160.00	2,160.00
Westie, Bradlee S	Substitute	0.00	0.00	-	3,690.00	3,690.00
Wingard, Robert J	Substitute	0.00	0.00	-	90.00	90.00
Zevon, Paul R	Substitute	0.00	0.00	-	1,890.00	1,890.00
Total SUBSTITUTES		0.00	0.00	-	188,296.46	188,296.46

SUMMER SCHOOL ONLY		Salary	Overtime	Longevity	All Other	Total
Brocklebank, Veronica	Summer School	786.66	0.00	-	1,185.00	1,971.66
Graham, Christina M	Summer School	4,590.00	0.00	-	0.00	4,590.00
Grandel, Anthony D	Summer Science	0.00	0.00	-	990.00	990.00
Hannon, Katie B	Summer School	496.35	0.00	-	0.00	496.35
Hester, Ellen M	Summer School	2,640.00	0.00	-	0.00	2,640.00
Spevack, Jeremy A	Summer Science	0.00	0.00	-	990.00	990.00
Stevens, Emma E	Summer School	1,507.77	0.00	-	0.00	1,507.77
Sullivan, Margaret M	Summer School	3,705.00	0.00	-	0.00	3,705.00
Sveden, Nancy F	Summer School	1,217.70	0.00	-	0.00	1,217.70
Total SUMMER SCHOOL ONLY		14,943.48	0.00	-	3,165.00	18,108.48

TUTORS		Salary	Overtime	Longevity	All Other	Total
Brunt, Diane	Tutor	25,147.35	0.00	-	0.00	25,147.35
Burkert, Randall E	Tutor	627.30	0.00	-	9,102.06	9,729.36
Hewitt, Sarah H	Tutor	7,177.05	0.00	-	0.00	7,177.05
Hourihan, Maureen	Middle School Tutor	3,745.35	0.00	-	0.00	3,745.35
Johansen, Anna Marie	Tutor	553.50	0.00	-	0.00	553.50
Smith-Fay, Georgina K	Tutor	361.00	0.00	-	1,260.00	1,621.00
Williams, Kathleen	Tutor	7,924.28	0.00	-	15,555.95	23,480.23
Total TUTORS		45,535.83	0.00	-	25,918.01	71,453.84

EDDY ELEMENTARY - REGION/GRANT FUNDED					
		Salary	Overtime	Longevity	All Other
Angelles, Holley	Teacher	0.00	0.00	-	140.00
Bellarosa, Cardline	Teacher	3,837.60	0.00	-	0.00
Belliveau, Leah	Teacher	0.00	410.64	-	714.00
Braude, Anna L	EDDY/STony teacher	30,891.60	0.00	-	0.00
Brooks, Suzanne H	SN Educational Assistant	10,230.73	0.00	-	0.00
Daniels, Laurie	Speech/Language	0.00	0.00	-	228.00
Doucette, Barbara	School Psychologist	0.00	0.00	-	2,741.76
Hacking-Davis, Robin L	Eddy Ed Assistant	1,685.70	0.00	-	0.00
Huse, Jessica J	Eddy SN Teacher	0.00	0.00	-	418.00
Johnson, Lorraine S	Eddy Teacher	0.00	0.00	-	247.00
Joy, Allyson L	Eddy Teacher	0.00	0.00	-	3,610.00
Marchant, Patricia M	Eddy Teacher	0.00	0.00	-	1,347.62
Melanson, Oona A	Eddy Teacher	276.75	0.00	-	228.00
Rubin, Carol A	Eddy SN Teacher	4,612.50	0.00	-	885.33
Seymour, Christine H	Eddy Teacher	3,671.55	0.00	-	0.00
Shanahan, Talia R	SN Teacher	0.00	0.00	-	228.00
Shevory, Megan C	EDDY Teacher	0.00	0.00	-	57.00
Underhill, Wendy	Eddy SN Ed Assistant	6,444.48	0.00	-	0.00
Total EDDY ELEMENTARY - Region/Grant Funded		61,650.91	410.64	-	10,844.71

ORLEANS ELEMENTARY - REGION / GRANT FUNDED					
		Salary	Overtime	Longevity	All Other
Ambrose, Bethany L	OES Guidance	0.00	0.00	-	493.00
Bean, Jessica LT	OES SN Teacher	4,280.40	0.00	-	228.00
Carroll-Reed, Mary Ellen	Nurse	0.00	0.00	-	6,997.00
Christopher, Amy M	OES Ed Assistant	784.07	0.00	-	0.00
Collea, Marrie H	Orleans Ed Assistant	959.40	0.00	-	0.00
Cyr, Elaine M	OES SN Teacher	23,877.63	0.00	-	0.00
Da Silva, Carina C	ESL Teacher	0.00	0.00	-	11,085.58
Edwards, Emily Ann	OES Teacher	0.00	0.00	-	80.00

Eldridge, Michele	OES Teacher	228.00	0.00	-	1,328.00	1,556.00
Farber, Cirrus R	Teacher	0.00	0.00	-	55.62	55.62
Frankel, Karen A	Teacher	25,520.00	0.00	-	285.00	25,805.00
Hughes, Sharon Keller	Orleans SN Teacher	5,698.28	0.00	-	0.00	5,698.28
Jenkins, Martha F	Teacher	0.00	0.00	-	494.00	494.00
Lagasse, Erin	Teacher	0.00	0.00	-	2,740.50	2,740.50
Moronta, Anne T	OES Teacher	0.00	0.00	-	228.00	228.00
Pender-Bokanovich, Elaine M	OES Principal	0.00	0.00	-	47.50	47.50
Rosato, Kayleen E	Ed Assistant	1,775.71	0.00	-	0.00	1,775.71
Sanzo, Anthony J	Orleans Custodian	1,211.25	0.00	-	0.00	1,211.25
Small, Melanie M	Cafeteria Worker	3,687.13	0.00	-	687.00	4,374.13
Staruk, Karen L	Ed Assistant	3,985.20	0.00	-	62.73	4,047.93
Steber, Dawn K	Teacher	0.00	0.00	-	1,770.66	1,770.66
Waldron, Nancy	Teacher	0.00	0.00	-	2,195.40	2,195.40
Wissmann, Lianna K	OES Ed Assistant	0.00	0.00	-	4,582.00	4,582.00
Yuen, Kara W	OES Librarian	0.00	0.00	-	228.00	228.00
Total ORLEANS ELEMENTARY - Region / Grant Funded		72,007.07	0.00	-	33,587.99	105,595.06

STONY BROOK ELEMENTARY - REGION / GRANT FUNDED					All Other	Total
		Salary	Overtime	Longevity		
Barnatchez, Kelly J	SBES Teacher	0.00	0.00	-	986.00	986.00
Bucci, Elisa	Teacher	13,186.00	0.00	-	2,149.00	15,335.00
Bunce, Rebecca A	Teacher	0.00	0.00	-	646.00	646.00
Cahill, Roberta A	Substitute	1,678.95	0.00	-	0.00	1,678.95
Carpenter, Mary L	SBES School Psychologist	0.00	0.00	-	114.00	114.00
DeLong, Lisa D	SBES Ed Assistant	0.00	0.00	-	155.34	155.34
Donovan, Tonia	Teacher	0.00	0.00	-	540.50	540.50
Everson, Holly L	SBES Ed Assistant	0.00	0.00	-	122.94	122.94
Gates, Erin A	SBES SN Teacher	1,771.20	0.00	-	0.00	1,771.20
Gordon, Kelly	SBES Ed Assistant	674.28	0.00	-	0.00	674.28
Hannon, Kathleen B	SBES Teacher	0.00	0.00	-	493.00	493.00
Holcomb-Jones, Heather A	Story Teacher	0.00	0.00	-	380.00	380.00

Johnson, Patricia O'Leary	SBES Ed Assistant	5,600.00	0.00	-	0.00	5,600.00
Kehoe, Paul	SBES Teacher	0.00	0.00	-	493.00	493.00
Matulaitis, Susan	SBES SN Ed Assistant	13,060.75	0.00	-	0.00	13,060.75
O'Shea, Randi E	SBES TEac her	1,992.60	0.00	-	9,298.80	11,291.40
Reichers, Chelsea J	Teacher	0.00	0.00	-	493.00	493.00
Rogers, Jennifer L	Brewster Teacher	11,835.79	0.00	-	1,660.50	13,496.29
Smorol, Lynne M	SNI Ed Assistant	22,408.60	0.00	-	2,037.46	24,446.06
Whitney, Kendra M	SBES Teacher	0.00	0.00	-	95.00	95.00
Total STONY BROOK ELEMENTARY - Region / Grant Funded		72,208.17	0.00	-	19,664.54	91,872.71
WELL FLEET ELEMENTARY - REGION/GRANT FUNDED						
Anderson, Jo Ann	Teacher	0.00	0.00	-	228.00	228.00
Deschamps, Samantha J	WES SN Ed Assistant	1,404.27	0.00	-	0.00	1,404.27
Flanagan, Jennifer R	ASCCP Site Coordinator	0.00	0.00	-	69.30	69.30
Foy, Emily A	WES SN Teacher	0.00	0.00	-	228.00	228.00
Francis, Kristen E	WES Guidance and SN Guidance	0.00	0.00	-	114.00	114.00
Gatti, Anne C	Program Aide	0.00	0.00	-	122.33	122.33
Holmes, Lisa M	Tech Teacher WES	0.00	0.00	-	2,468.42	2,468.42
Kocaba, Kathleen G	Title I/Reading Specialist	14,773.52	0.00	-	465.50	15,239.02
Leather, Naomi J	WES SN Teacher	14,352.66	0.00	-	228.00	14,580.66
Miller Jr, Leo P	Teacher	0.00	0.00	-	228.00	228.00
Rodman, Mary Beth	Wellfleet Principal	0.00	0.00	-	228.00	228.00
Shuemaker, Jennifer G	Teacher	0.00	0.00	-	188.62	188.62
Staker, Andrew J	WES Teacher	959.40	0.00	-	1,881.90	2,841.30
Watson, Jennifer	Speech Lang. Pathologist	0.00	0.00	-	693.78	693.78
Wilson, Alana G	WES Teacher	3,415.31	0.00	-	4,133.50	7,548.81
Total WELL FLEET ELEMENTARY - Region / Grant Funded		34,905.16	0.00	-	11,277.35	46,182.51

EASTHAM VETERANS' SERVICES

To the Honorable Board of Selectmen and the Citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for Calendar Year 2019. Our duties are categorized in two basic areas: Benefits and Services.

Commonwealth Low-income Benefits:

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably-discharged veterans, their dependents, and parents of Massachusetts veterans, who establish financial need and worthiness and are residents of the Town of Eastham. During the year the Town, through our office, saw a substantial increase in eligible Eastham applicants and extended benefits to qualified veterans and dependents totaling \$39,513.52 for housing, food, heat, medical and other related costs. The amount expended more than doubled in 2019 and is reimbursed to the Town by the Commonwealth at a rate of 75% of total expenditures.

Federal Benefits and Services:

We assisted veterans and their dependents in obtaining federal benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. For the most recent year that the VA has provided data, this office assisted in obtaining over \$1,346,198.00 in cash payments for compensation and pensions for Eastham veterans and their dependents. These federal funds greatly reduced the demand on our local aid fund.

We would like to extend our thanks to the Eastham Council on Aging for hosting office hours for our Service Officers which allows us to inform the town's veterans and dependents regarding their available benefits. Their assistance with our outreach efforts have directly resulted in more Eastham veterans and dependents receiving benefits.

We would also especially like to thank the Town Administrator, and Town Accountant for their assistance and support throughout the year.

Contact Information:

Our service officers for the Town are Wil Remillard and Shawney Carroll. We encourage all veterans and their dependents to utilize our services. We hold office hours for the Lower Cape at our office located at 100 Oak Street, Harwich, Tuesday, Wednesday and Thursday from 9:00 AM to 4:00 PM. The phone number is 508-430-7510. You may also check with the Eastham Council on Aging for our office hours there. Veterans may also contact our main office in Hyannis, which is open five days per week, at 508-778-8740.

In Service to Veterans,

Wilfred Remillard & Shawney Carroll
Veterans Service Officers
Town of Eastham

Gregory J. Quilty
Director/Veterans Agent
Barnstable District

VISITOR'S TOURISM AND PROMOTION SERVICES BOARD

Our charge is to enhance and promote services for tourists which will also provide opportunities for our residents.

Band concerts on Monday nights continue to be our biggest events. Each Monday night during July and August we bring a different musical group to the Windmill Green. We feature a great deal of diversity in musical styles while aiming to appeal to equally diverse age groups using performers that are both tried and true as well as talent that is fresh and new.

The Visitor Tourism and Promotion Services Board (VSB) is the perennial host of Carols-on-the-Green on the first Saturday of December. The Nauset Honors Chorus leads the crowd in a sing-along of holiday favorites as committee members served the carolers steaming cups of hot chocolate and sugar cookies. At the same time the Recreation and Beach Department has Santa inside the Windmill to meet with some of our younger residents. This has become a wonderful annual holiday tradition and expect it to continue for many years to come.

New Eastham 400 Commemoration banners have been added and will be interspersed between the seasonal banners throughout the year. Hardware has been purchased to repair and replace missing brackets as well as to add new poles to the present inventory for a more cohesive and eye-catching display at both town centers.

Respectfully submitted,

Jim Russo, Chair
Bonnie Nuendel
Barbara Komins
Faith Casarella
Kathy Bunnell

WATER MANAGEMENT COMMITTEE

The Water Management Committee is responsible for providing advice on issues related to our groundwater, wastewater and fresh water systems including providing guidance for the development of comprehensive water supply and wastewater management plans. It is tasked with investigating relevant experiences in other communities, compiling a working library of information about water supply, wastewater management, pond quality protection practices, researching wastewater treatment methods and identifying the tasks and expertise needed to complete water and wastewater management plans and recommending which tasks can be completed by the board, town staff, Cape Cod Commission and/or consultants.

The committee did not meet in 2019 because it lacked a quorum.

Respectfully submitted,

Adele Blong, Chair

ZONING BOARD OF APPEALS

The following summarizes the activities of the Eastham Zoning Board of Appeals for 2019.

The Zoning Board of Appeals acted on seventeen (17) applications distributed as follows:

Special Permits	12
Variances	3
Appeal of a Planning Board decision	1
Appeal of a Building Commissioner decision	1

All Special Permits were granted. Two of the Variances were granted and one case remains open.

With respect to the appeal of a Planning Boards decision, an applicant executed their right to challenge the Planning Boards decision. After hearing from all concerned parties, the Zoning Board of Appeals upheld the decision of the Planning Board.

With respect to the appeal of a Building Commissioner decision, an applicant executed their right to challenge the Building Commissioner decision. After hearing from all concerned parties, the Zoning Board of Appeals upheld the decision of the Building Commissioner.

Respectfully submitted,

Ed Schneiderhan, Chair
Members,
Joanne Verlinden, Vice Chair
Brian Ridgeway, Clerk
Robert Bruns
Stephen L Wasby
Gay Craig, Alternate

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TELEPHONE LISTING & OFFICE HOURS

POLICE – EMERGENCY – 2550 State Highway	911
Non Emergency	508-255-2727
Animal Control Officer	508-255-0551
FIRE – EMERGENCY - 2520 State Highway	911
Non Emergency	508-255-2324
TOWN HALL - 2500 State Highway	
8 a.m. – 4 p.m. (<i>exceptions noted</i>)	508-240-5900
Administration	Ext. 3207
Assessing	Ext. 3215
Accounting	Ext. 3208
Buildings & Maintenance	508-240-5973
Beach & Recreational Services	Ext. 3237
Building Department	Ext. 3231
Inspector of Buildings/Zoning: Mon-Fri 7:30 a.m.-4:00 p.m .	Ext. 3202
Wiring Inspector: M/W/F 7:30-8:30 a.m	Ext. 3233
Plumbing & Gas Inspector: T/Th 7:30-8:30 a.m	Ext. 3233
Planning & Zoning	Ext. 3228
Town Clerk	Ext. 3223
Treasurer/Collector	Ext. 3218
Conservation Commission – 555 Old Orchard Road	508-240-5971
Council on Aging - 1405 Nauset Road	508-255-6164
Department of Public Works – 555 Old Orchard Road	508-240-5973
Deputy Tax Collector - 76 Falmouth Road, Hyannis	508-790-3443
Eastham Elementary School - 200 Schoolhouse Road	508-255-1505
Library – 190 Samoset Road	508-240-5950
Natural Resources (Harbormaster/Shellfish)	
555 Old Orchard Road	508-240-5972
Nauset Regional High School - 100 Cable Road	508-255-0808
Nauset Regional Schools - 78 Eldredge Parkway, Orleans	508-255-8800
Transfer Station - 255 Old Orchard Road	508-240-5970
Hours of operation: Saturday through Wednesday 7:30-3:30	Ext. 3618
Veteran’s Services, 66 Falmouth Road, Hyannis	508-778-8740

BOARD OF SELECTMEN meet regularly at the Eastham Town Hall, 2500 State Highway in the Earle Mountain meeting room on the first and third Monday of the month at 5:30 p.m. and as posted on the Town webpage at www.eastham-ma.gov.